

## Swish Fibre – Gender Pay Gap Report 2022

### What is the Gender Pay Gap?

The gender pay gap is a measure which shows the difference in average pay between men and women. As different jobs are paid differently, and the number of men and women performing these jobs varies, a gender pay gap may exist.

Gender pay gap is different from equal pay. Equal pay is the difference in pay between men and women in the same or comparable roles. The gender pay gap does not show differences in pay for comparable jobs and is not therefore an indicator of unequal pay.

At Swish, we do not tolerate or condone discrimination of any kind. As such, we ensure that men and women who carry out the same or similar jobs are paid the same as one another.

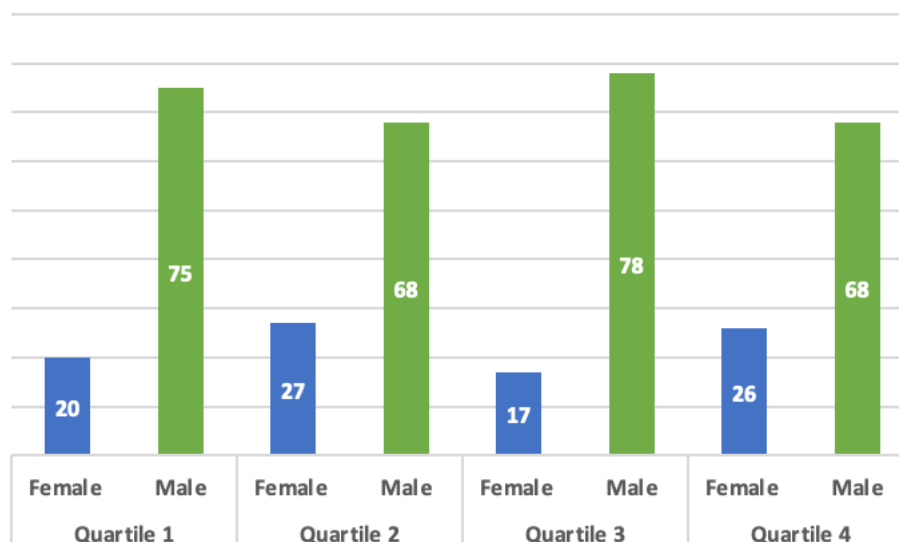
### Our Gender Pay Data

Swish Fibre has expanded fast since its inception in 2019. This is the first year we have been required to publish our results for gender pay gap reporting.

We are fully committed to analysing the data, understanding how it compares to other companies within our sector, and ensuring that we introduce the right initiatives to minimise our gender pay gap as much as possible.

### Pay Quartiles

The chart below illustrates the gender distribution at Swish Fibre across four equal quartiles by salary (with the first quartile being the top 25% of earners at Swish Fibre):



The fibre network sector is predominantly male and this is reflected in our current gender distribution which is consistent across all four quartiles.

### Pay and Bonus Gap

As Swish, we look at both the mean (average) and median (middle) for gender pay gap reporting. The median is the most representative measure as it stops a small amount of very high or low salaries from skewing the results.

Our mean gender pay gap is 14.8%. This is because the Swish Fibre Senior Leadership Team is predominantly male at this point in time. Our median result of -0.16% demonstrates that the pay gap exists only at the very top of the organisation.

Given that the Swish Fibre Senior Leadership Team is predominantly male at this point in time, we also have a large mean bonus pay gap (35%). This is because bonuses are paid as a percentage of salary. The median percentage of - 3.72% reflects the parity of our bonus scheme across the organisation as a whole.

### **How will we close the gap?**

We are clear that our gender pay gap is driven by a lack of women in senior positions. In order to address this, we are committed to ensuring that our female employees continue to be given the right access and opportunities for progression and promotion. Whilst we are confident that we have created a fair and equitable culture at Swish, there are always improvements which can be made, and we are committed to continuous improvement in everything we do, whether outward or inward facing.