Network Plus Gender Pay Report
April 2024

Network Plus is an equal opportunities employer and is committed to increasing the diversity of our workforce and providing a fair and equitable level of pay for all employees. We continue to work hard to improve the gender balance across the business and become a more inclusive place to work.

We pay our colleagues according to their role not their gender. However, many of our operational staff are male, undertaking specialist roles. We also work in an industry where growth is achieved by winning new contracts. When this happens, TUPE transfer of employees is commonplace, and the majority of transferring employees are males on protected terms of employment and bonus arrangements.

These two factors have a significant impact on our pay gap and our gender balance.

The table below, using data from the snapshot date of 5th April 2024, shows our current performance in this area,

Measure	Performance
Number of Relevant Employees	1,813
Median Gender Pay Gap (%)	26.8%
Mean Gender Pay Gap (%)	27.2%
Proportion of males and females in lower pay quartile (%)	45.2% / 54.8%
Proportion of males and females in lower middle pay quartile (%)	49.9% / 50.1%
Proportion of males and females in upper middle pay quartile (%)	74.6% / 25.4%
Proportion of males and females in upper pay quartile (%)	84.1% / 15.9%
Median Gender Bonus Gap (%)	58%
Mean Gender Bonus Gap (%)	41.4%
Proportion of males receiving a bonus payment (%)	4.30%
Proportion of females receiving a bonus payment (%)	0.83%

Females make up 37% of the overall workforce, whilst there are fewer women than men in the more senior roles across the business, with 15.9% of females in the upper pay quartile. Unfortunately, this is an 8.1% decrease based on the snapshot data for 2023, which is due to the recent growth of the business, following TUPEs and acquisitions in 2024. However, improvements have been made in the lower pay quartile with a decrease of 7.2% with female employees moving into the upper pay quartiles.

Network Plus is committed to actively seeking ways to improve any gender imbalance. We are continuously working to achieve in the key areas of development set to improve our workforce diversity. In recent years, these have included:

- Established a successful ‘Women in Network Plus’ forum, a dedicated space to support the career aspirations, along with initiating change in Company policy which impact the female population.
- Establishing the ‘Diversity Forum’, enabling individuals across the business to discuss and promote diversity and inclusion.
- The implementation of a successful apprentice scheme and graduate programme across the business
- Establishing a Learning and Development Department who will continue to review and support our talent management and succession planning practices to increase the proportion of women in senior/higher paid positions.
- A robust training & development programme, supporting both the operational roles and the operational support roles specifically aimed at female employees in order to support their progression within Network Plus.

- The successful integration of a Recruitment Department, to support the continuing needs of the growing business, whilst ensuring our recruitment practices attract a higher proportion of women to the industry.
- Developed successful links within our local community, building relationships with local schools, colleges and councils which has supported the recruitment of representative candidates.

The Company is also committed to developing and maintaining the following initiatives:

- A review of the pay and grading structures for appropriate roles across the business, which will be reviewed on a yearly basis.
- Establishing the 'Working Parents' forum, which is a space to support individuals in the lead up to maternity leave and following their return, offering support and guidance from those with personal experience.

We are firmly committed to these initiatives and will maintain our progress in these areas over the coming year.



Kev Fowlie
Chief Executive Officer