

GENDER PAY GAP

REPORT 2021/2022



FOREWORD

As a provider of essential infrastructure services to the telecom sector, we enable the biggest names in telecommunications to bring their services to their customers. To do this effectively, we need to attract, retain, and develop great people.

Avonline Networks is therefore committed to creating an inclusive environment where differences are embraced, and individuals are treated fairly. We believe that ensuring our people have an equal opportunity to thrive is a key contributor to sustainable growth and success.

Our annual employee survey allows our people to provide invaluable feedback, which – amongst other important actions – helps us ensure that our approach to inclusion is being lived within our operations. We utilise this insight to continually evolve our practices and ensure that we take positive steps forward.

I hope that you find this report insightful.

Rich Hale

Avonline Networks
Managing Director

Since 2017, all UK organisations are required to report annually on their gender pay gap.



Understanding the Gender Pay Gap

Gender Pay Definition

The gender pay gap is defined as the difference in the average earnings of men and women over standard period of time, regardless of their role or seniority – across an entire organisation, business sector, industry or the economy as a whole.

It can be driven by the different number of men across all roles. The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

How are the median and mean gaps calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data from our entire business, of more than 706 employees. This data includes many different roles that bring a variety of rates of pay.

How are the pay quartiles calculated?

In the report we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, then splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

What's included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based in data from Full Year 2022 only, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but includes other types of pay such as pay for leave. It does include pay for overtime, pay relating to redundancy/termination of employment, or the value of benefits which are not in the form of money.

Gender Pay Gap & Bonus Gap

Our Results

When it comes to gender equality, Avonline Networks is committed to creating a fair and level playing field, in which all of our people have access to opportunities for growth and progression. We aim to create a working environment in which our people's hard work is recognised and rewarded, and that their aspirations are continually supported.

	2021 Return	2022 Return
Mean Gender Pay Gap	12.01%	10.91%
Median Gender Pay Gap	0.27%	1.27%
Bonus Mean Gender Pay Gap	82.60%	100.00%
Bonus Median Gender Pay Gap	60.00%	100.00%

	2021 Return		2022 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	6.06	3.48	0.00	1.73

Quartiles

	2021 Return		2022 Return	
	%F	%M	%F	%M
Lower Quartile	6.84	93.16	20.65	79.35
Lower Middle Quartile	19.83	80.17	11.41	88.59
Upper Middle Quartile	17.24	82.76	16.85	83.15
Upper Quartile	6.90	93.10	9.24	90.76



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