



KCOM

**Gender pay gap report
2019**

Our 2019 Gender Pay Gap Report

KCOM is an equal opportunities employer and our drive is to create and encourage an environment where individuals of all genders, ethnicities, orientations and backgrounds can flourish. We recognise that our current Gender Pay Gap requires more work to be done, but we are committed to closing it.

KCOM Pay and bonus

Difference between men and women

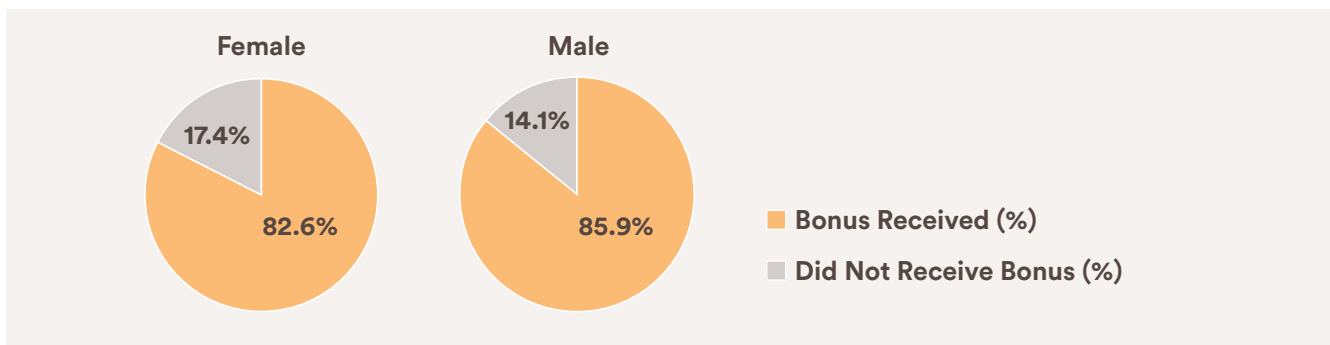
Apr 2019 Gender Pay Gap

	Mean	Median
Pay gap	29.8%	36.8%
Bonus gap	41.9%	35.3%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women at KCOM in the year up to 4 April 2019, i.e. for the 2018/19 performance year.

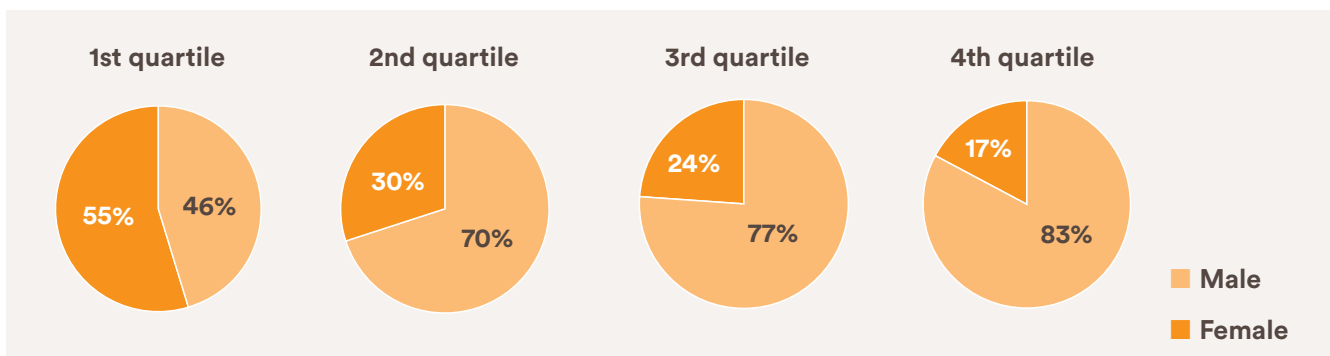
Proportion of employees receiving bonus

For the purposes of measurement, 'bonus' includes any annual bonus, Long Term Incentive Plan (LTIP) payments, commission and small, ad-hoc rewards.



Gender distribution by quartile

The image below illustrates the gender distribution at KCOM across four equally sized quartiles, each contains 374 colleagues.



The figures: their meaning and our commitment

On a like-for-like basis, we have seen little movement in our gender pay figures. The figures highlight that there remains work to be done to bring greater gender pay balance to our organisation.

We're committed to achieving this balance and have various initiatives in place to reach our goal.

Our initiatives for achieving this balance are based on our assessment that the current pay gap is principally driven by the ratio of male to female employees within certain specific functional areas of our business.

These functional areas – which include traditionally male-dominated technical and engineering workstreams – are parts of our organisation where we are placing significant focus on encouraging more diverse participation.

Nurturing female talent

It is important that we provide the appropriate level of support for women across our business through the employee lifecycle. One area we have focused on this year is the level of support we provide during the maternity and adoption process. Our aim is to give every female employee the opportunity to progress their career alongside their changing family circumstances.

Overall, approximately 89% taking maternity or adoption leave return to work with us. In recent years we have undertaken research across this community to better understand the level of support we provide to women during this time.

This research has been designed to identify any areas for improvement before, during or after a period of maternity/adoption leave that could encourage more women to return to work.

Promoting positive role models

Inspiring women are already a part of KCOM and its success. We believe that, where the successes of women within our business are publicised and promoted, we will heighten our chances of encouraging other women to follow in their path.

Our Head of IT Delivery, Lindsay Rodgers is one of KCOM's senior female leaders passionate about encouraging more young girls and women to the IT, digital and tech sectors.

Lindsay, along with other women within KCOM including our female engineers, regularly attend educational and industry-focussed events to showcase the range of opportunities KCOM offers for women, both in engineering, IT and other roles such as account management and marketing.



Inspiring young women to engage in our industry

We continue to participate in a range of activities designed to encourage girls and young women to consider technology, engineering and business support as potential future career streams.

We believe we have the potential to make the most significant change to our business – and to our industry overall – if we are successful in breaking down barriers long before young women begin considering their future career options.

By interacting with the many schools across our region, we seek to inspire both girls and boys to consider engineering courses, technical education and meaningful careers in our sector at an early age.

We also regularly attend primary schools across our region with our Simnet and Key Skills activity days, encouraging both girls and boys to learn about the internet and how to use it effectively and safely.

Female engineers and IT technicians who are already making their mark at KCOM regularly attend events, such as Women in Manufacturing (WiME) conferences, aimed at attracting more women into technical roles across our business and will continue to do so going forwards.

Actions to take

The figures for the year ending April 2019 show that there remains work to be done to tackle the gender pay gap within our business.

While the underlying and historical trends within our industry have inevitably contributed to the gender pay gap issue within our own business, I believe we are now actively seeking to redress the balance in our own employee base.

Many initiatives have already been put in place, but further focus is required to make a lasting change. Ownership of this change starts at the highest level of our business and flows through every aspect of our organisation. During the next year, we will continue working on our various initiative to accelerate our response to these challenges.

I am personally committed to identifying any opportunities, and barriers to achieving a 50/50 gender balance within KCOM.

Dale Raneberg
Chief Executive Officer
October 2019