

Claranet Gender Pay Gap

2024 RESULTS



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What is the Gender Pay Gap?



The gender pay gap provides a snapshot of the male and female average earnings to show the gender balance within an organisation.

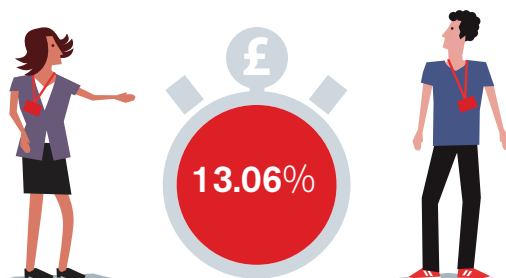
Since 2017, an organisation with 250 or more employees must publish this information annually to reveal the average pay of male and female staff. The figures measure the average earnings of all employees and highlights the difference in pay between the genders irrespective of their level of seniority or position within the organisation.

Difference between the ‘Gender Pay Gap’ and ‘Equal Pay’

“The Gender Pay Gap” is the difference in average earnings of all employees and shows the difference in pay between genders irrespective of their level of seniority or position within the organisation. The core benefit of this captures pay differences between males and females on a broader level.

“Equal Pay” is where a person of one gender receives less money than the other gender for carrying out the same or similar job. Claranet regularly monitors and benchmarks employees’ pay to ensure equal pay obligations are met. Having a gender pay gap doesn’t mean employers are paying women less for the same or comparable role that a man is undertaking.

Our 2024 result



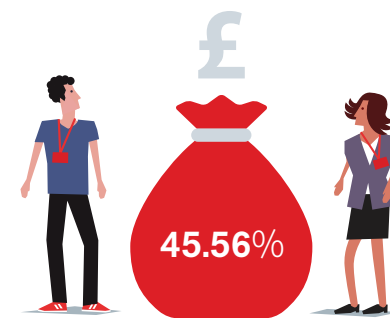
Mean gender pay gap in hourly pay*

*The difference between the average of men's and women's hourly pay. This includes all UK employees.



Median gender pay gap in hourly pay*

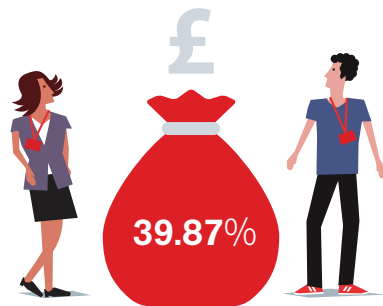
*The difference between the midpoints in the ranges of men's and women's pay using a median average. This includes all UK employees.



Median gender bonus gap*

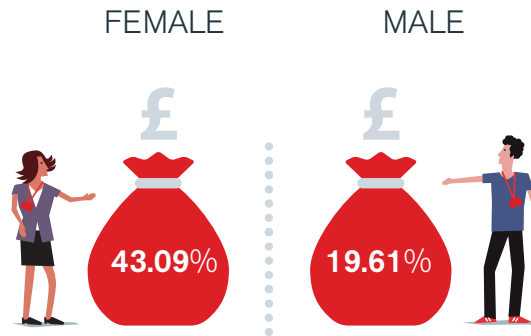
*The difference between the midpoints in the ranges of men's and women's bonus pay in the last 12 months. This includes all employees who receive a bonus as part of their pay.

Our 2024 result



Mean gender bonus gap

*The difference between the average of men's and women's bonus pay in the last 12 months. This includes all employees who receive a bonus as part of their pay.



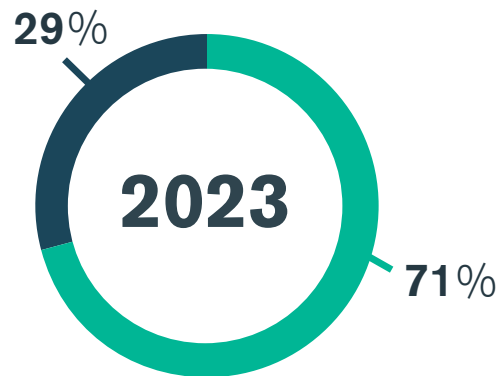
Percentage of males and females receiving a bonus payment*

*The proportion of males and females in the business receiving a bonus as part of their pay. This figure is based on all employees in the business.



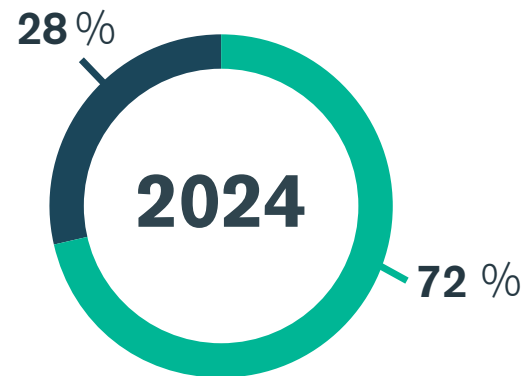
Our headcount

Proportion of males and females in Claranet



TOTAL HEAD COUNT

563



TOTAL HEAD COUNT

437

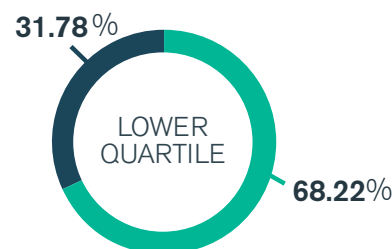


 MALE

 FEMALE

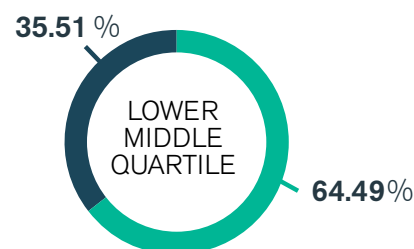
Our 2024 result

Proportion of males and females in each pay quartile*



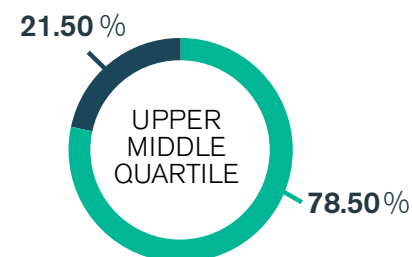
Lower quartile

2024	68.22%	31.78%
2023	68.61%	31.39%
2022	72.79%	27.79%
2021	66.2%	33.8%
2020	68.5%	31.5%
2019	65.6%	34.4%



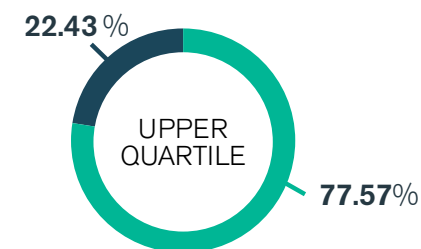
Lower middle quartile

2024	64.49%	35.51%
2023	67.15%	32.85%
2022	62.59%	37.41%
2021	70.8%	29.2%
2020	75.6%	24.4%
2019	77.6%	22.4%



Upper middle quartile

2024	78.50%	21.50%
2023	73.72%	26.28%
2022	76.19%	23.81%
2021	80.8%	19.2%
2020	77.2%	22.8%
2019	80%	20%



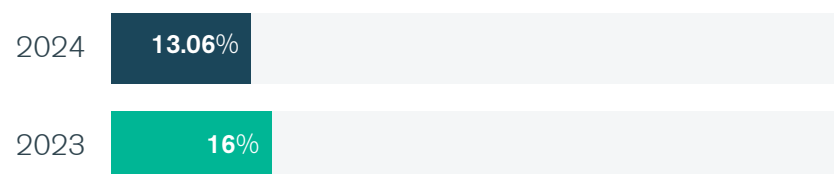
Upper quartile

2024	77.57%	22.43%
2023	79.41%	20.59%
2022	80.95%	19.05%
2021	80.2%	19.8%
2020	85.2%	14.8%
2019	85.7%	14.3%

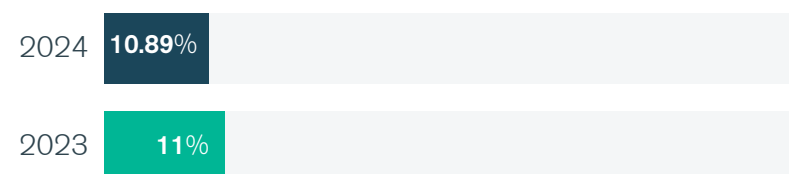
MALE FEMAL

Comparing the difference in a year

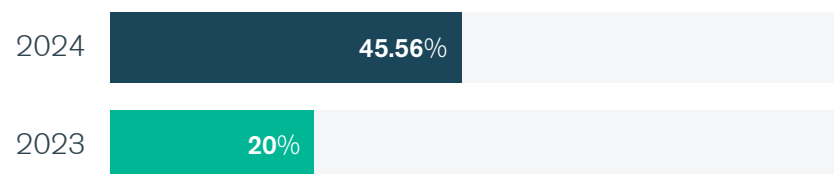
Mean hourly rate



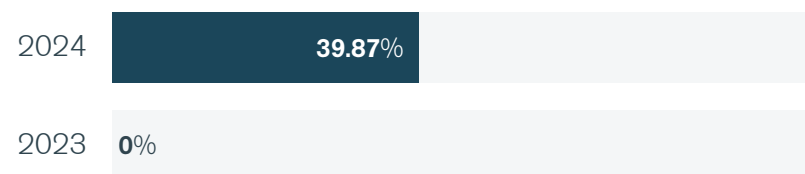
Median hourly rate



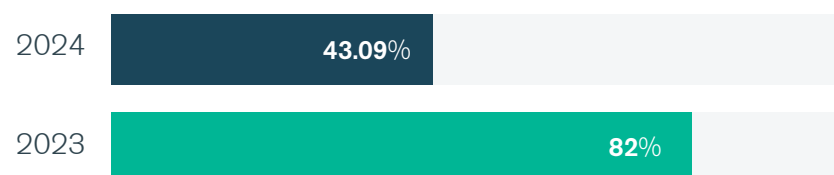
Mean bonus pay



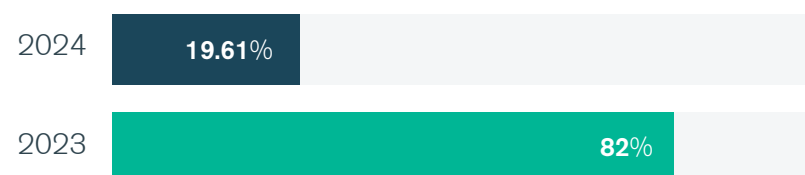
Median bonus pay



Proportion of women receiving bonus:



Proportion of men receiving bonus:



Comparing the difference in a year

Lower quartile

2024	68.22%	31.78%
2023	68.61%	31.39%

Lower middle quartile

2024	64.49%	35.51%
2023	67.15%	32.85%

Upper middle quartile

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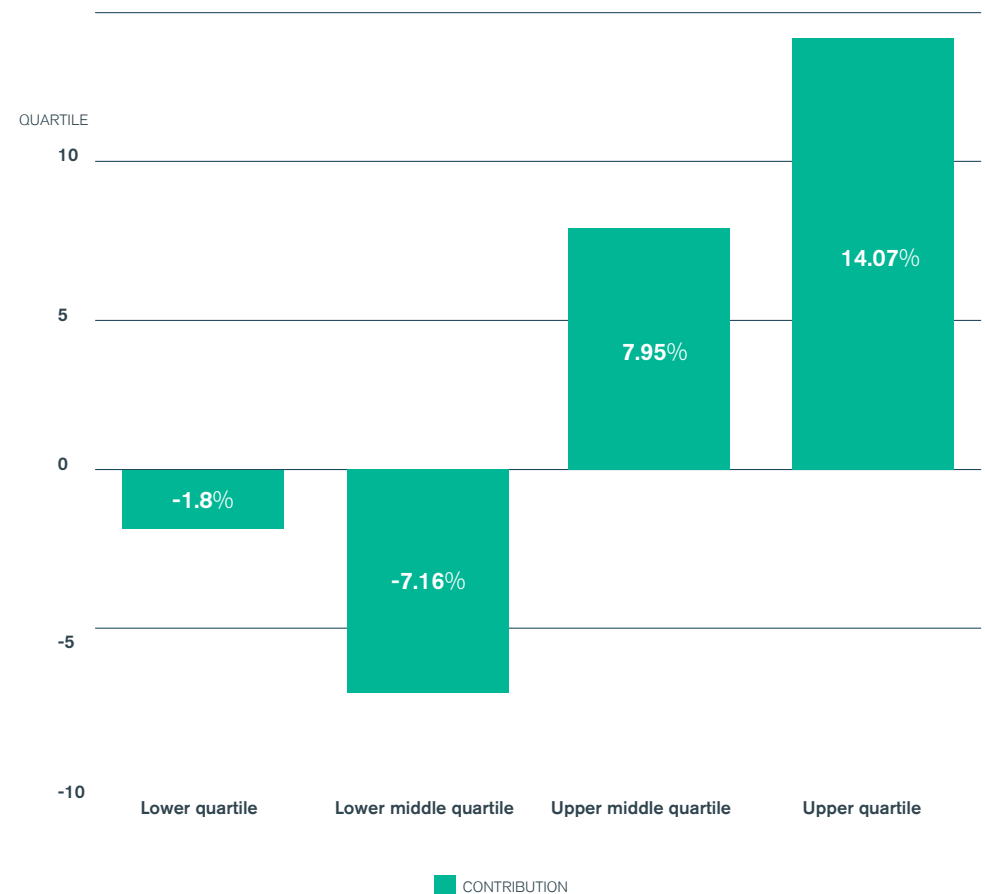
What is driving our Gender Pay Gap?

After one year, our gender pay gap has decreased. In April 2024, it stood at 13%, down from 16.39% in April 2023.

One year on, we are pleased to report that the mean pay gap has decreased by 3%, bringing it down to 13% for April 2024. This improvement is partly due to recent business changes which saw a small change in the proportion of men and women across Claranet.

Like most organisations within our industry, our gender pay gap is heavily influenced by the imbalance of males and females across our organisation. Our workforce at Claranet comprises of 28% of women, however it highlights the need for better representation of women within leadership, senior and sales roles. With only 40% of women making up our senior leadership team and only 19% of women making up our remaining management community we have some work to do to narrow the gap and now more than ever we are committed to take responsibility for this crucial change

The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards our mean pay gap.



Closing **the gap**

We understand that making a difference requires a combination of deliberate actions and ensuring that we provide an inclusive and diverse culture in a flexible environment for our people to operate in.

As we continue to address the gender imbalance in our UK workforce and the gender pay gap, below are some key highlights from our most recent actions:



Continued inclusivity within our recruitment processes:

Our Talent specialist have been and continue to be focused on attracting and engaging in opportunities to ensure a diverse pipeline of talent across the business:

- We continue to advertise our roles on D&I job boards, trying to ensure we attract women in a non-biased way.
- We continue to be part of a number of Women In Tech LinkedIn groups where we promote our vacancies
- We regularly attend D&I events across the UK, focused on women in tech.
- We continue to be a member of CyberFirst a NCSC backed initiative. We are sponsoring the 2025 CyberFirst Girls Competition, which aims to inspire girls, who are interested in technology, to pursue a career in cyber security.
- We continue to support CyberFirst in other areas by attending school and university events.
- We also partner with CyberReady, which is an award-winning 6-month conversion course, designed to ensure all programme candidates gain the knowledge, skills, and certifications to supercharge their cyber security career. Results are great with a high rate of women seen to not only enter the program for the first time but also return back into the industry after maternity leave or use it as an opportunity to move across the sector.
- We have taken part in talks and career days with various schools/colleges and universities and are looking at partnership options to strengthen our talent pipeline. More recent engagement have been with Leeds Beckett and York College.

Closing **the gap** (cont.)



Learning and Development:

Claranet is committed to the ongoing investment and development of all employees within our business.

- Our Modern Experts programme offers a structured learning pathway tailored to specific technical and professional roles within Claranet. This approach ensures that employees have clear development objectives and access to the best learning resources to grow their skills and capabilities
- We are actively engaged with LinkedIn Learning on a number of training and development strategies aimed at combining industry certifications with essential soft skills such as effective communication and emotional intelligence, aimed at creating well-rounded professionals capable of handling various scenarios in their roles.
- Apprenticeships: Last year saw 5 female employees complete their apprenticeships and a further 12 female colleagues start to engage in an apprenticeship programme across a number of areas from finance, leadership, AI, Project Management and our first in sustainability.



People Engagement

We understand the impact that our everyday lives can have on our employees and therefore encourage and promote a flexible and family friendly culture ensuring all our employees are supported. We have carried out a number of initiatives across charity, wellbeing and engagement and mental health. One key highlight for Claranet was the celebration of International Women's Day.

We wanted to inspire and motivate all women across the business through a workshop of storytelling by Toni Kent - a professional speaker, event MC and writer who blends 25 years IT sector experience with the ability to inform and entertain audiences. We held workshops to collaboratively identify and develop actionable initiatives in relation to the gender equality and look forward to implementing these in 2025.



Closing **the gap** (cont.)



Community outreach:

We understand that making an impact requires engagement with our local communities.

We have been so excited to engage with schools in our local communities, speaking with their Year 12 & 13 students on careers in technology - over 250 students attended the sessions.

We shared examples of roles in technology (including Cyber), shared advice on soft skills, talked about pathways into tech and answered their questions after the presentation. We are delighted to offer work experience opportunities to these students.



We were thrilled to host Claranet for a school visit, and it was an incredibly positive experience for both staff and students. The session was highly engaging, and our students were captivated by the insights shared about the cyber industry.

The visit not only highlighted the importance and growing significance of this field but also effectively addressed common misconceptions about careers in 'cyber jobs.' (Even I wasn't aware there was such a scope of jobs for the none techy people!). Students left with a much clearer understanding of the diverse opportunities available and the skills required to succeed in the industry.

The interactive elements were a huge hit, and the merchandise was a fantastic touch—students absolutely loved it! We couldn't recommend Claranet enough for schools looking to inspire and inform their students about the cyber industry.

Thank you for a brilliant session."

Austin Quinn, Head of Personal Development Programme



At Claranet, we believe that equality is not just an ideal—it is a necessity for progress. The gender pay gap is a complex issue, but it is one we are committed to addressing with determination and transparency.

We recognise that closing this gap is not just about numbers; it's about fostering an environment where every individual feels valued, respected, and empowered to succeed.

We are proud of the steps we have already taken to promote gender equality, but we acknowledge there is always more work to be done. With clear goals and a commitment to action, we aim to drive lasting change and setting new standards for inclusivity in our business. Together, we can build a future where the full potential of our workforce is realised—for the benefit of all. I can confirm the gender pay gap data contained within this report is accurate and has been produced in accordance with the regulations.”

Mina Raeburn

HR and People Director, Claranet UK



If you have any questions about
Claranet's Gender Pay Gap,
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Tel: **0207 685 8000**



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