

Gender Pay Gap

UK Report 2022

Introduction

Gamma is committed to creating a workplace where every person feels valued and where diverse views and ideas are embraced.

We believe that being an inclusive employer is essential for our long-term success and we are more focused than ever on recruiting, retaining and engaging the broadest range of talent at every level of our company.

Our pay gap continues to be driven by a gender imbalance in our senior, specialist and revenue-generating roles, which are higher paid. We expect to improve the gender pay gap over time as women become better represented across all functions and particularly at senior levels.

Achieving gender balance at all levels across our organisation is a key priority, but we acknowledge that it will take time given that the current imbalance reflects the underrepresentation of women in STEM industries, as well as wider societal and cultural factors.

We are pleased to be making progress, with a steady year-on-year increase in the proportion of women in our upper pay quartile and we will continue to increase our efforts to attract, hire, develop and retain women to ensure we can build our talent pipeline for the years to come.

I am proud of the progress we have already made, but there is still more that we can do and minimising the gender pay gap will continue to be a priority.

Chris Bradford

Chief People Officer,
Gamma Communications plc

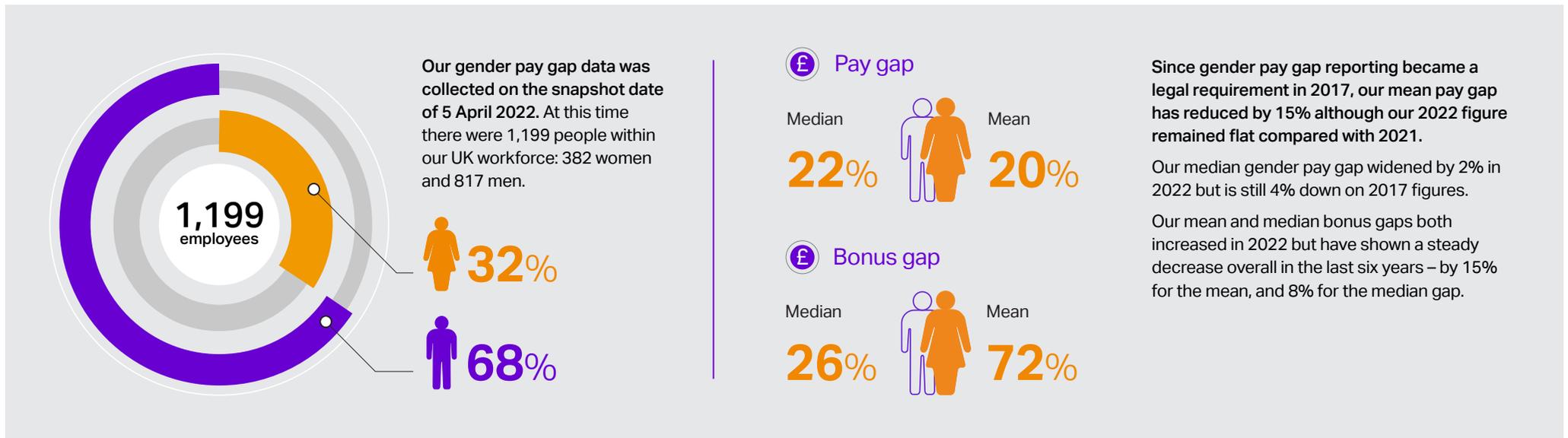


Statutory Declaration

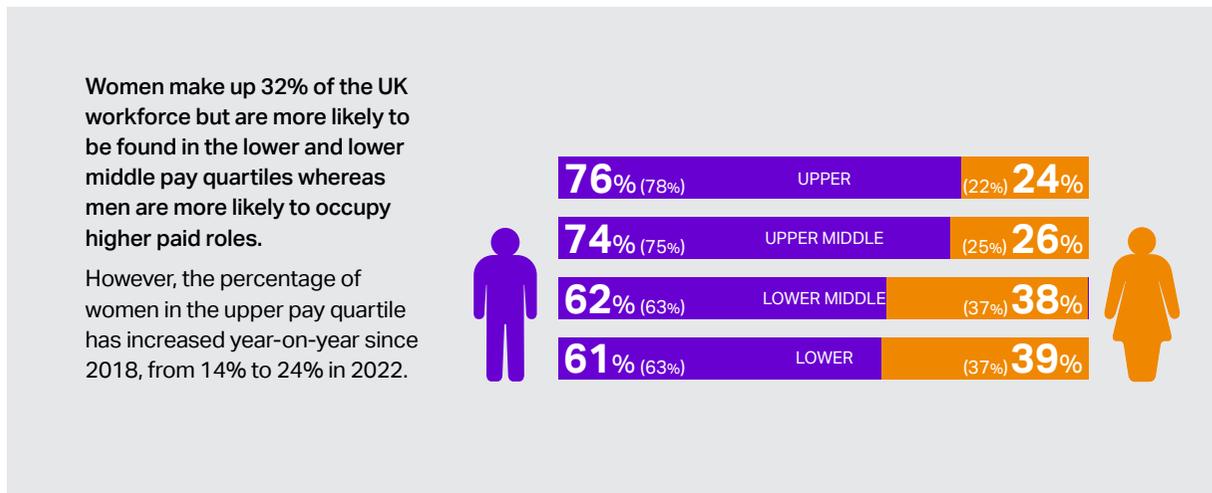
I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gamma results - 5 April 2022

Gender pay gap 2022



Our gender proportions across pay quartiles 2022 (vs 2021)



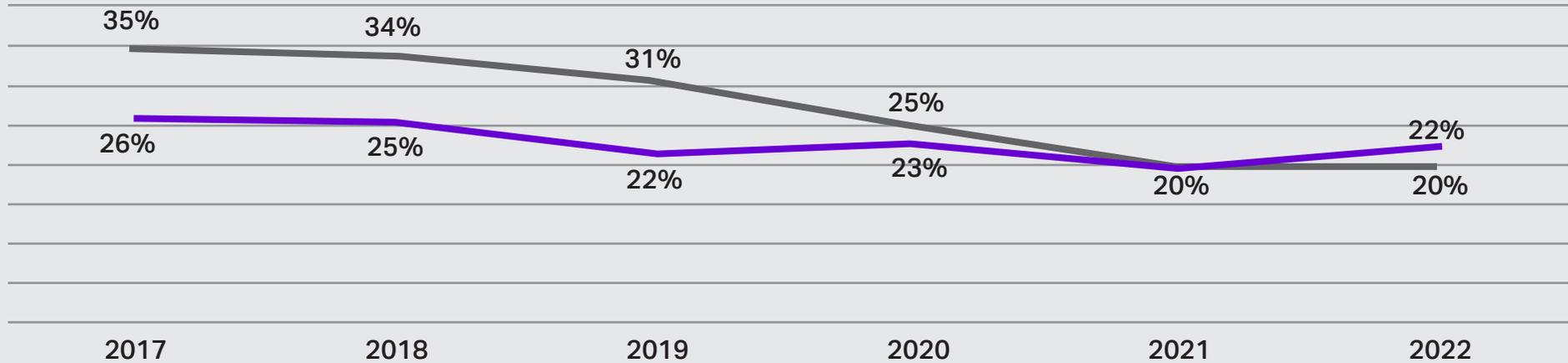
Percentage of males and females receiving a bonus



Gamma progress 2017-2022

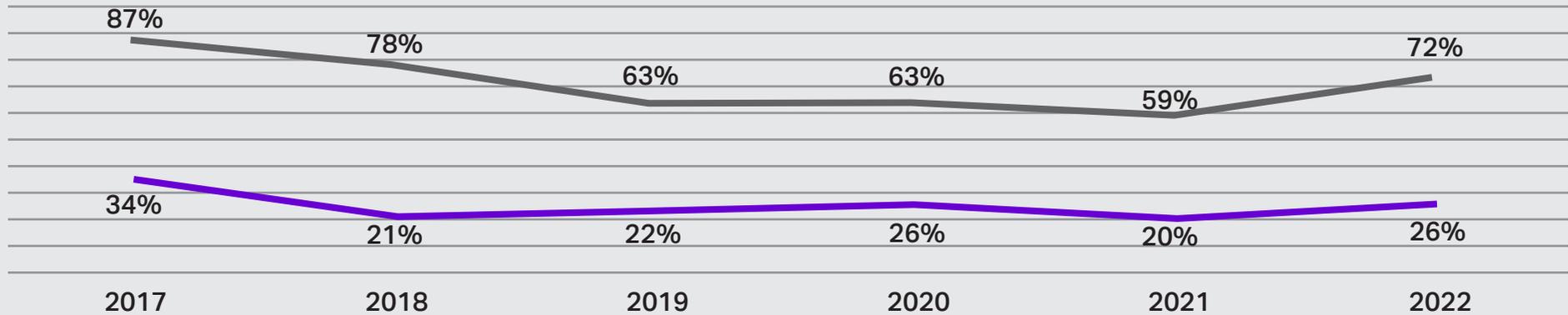
Gamma's gender pay gap 2017 - 2022

— Median — Mean



Gamma's bonus pay gap 2017 - 2022

— Median — Mean



What does it show us?

We continue to see gaps in both hourly pay and bonus pay, because we do not yet have enough women in senior, specialist, and revenue-generating roles, which command higher pay. Representation of women in these roles, and across the organisation, is increasing slowly. While we work on improving female representation across the business we also have a number of initiatives to support our existing female employees, which are outlined in the following section.

Our bonus data includes payments related to the exercise/maturity of share awards, granted primarily to senior leaders as a retention tool. These senior leaders have even greater underrepresentation of women than in the wider business. The result is that a small group of senior male employees, who receive share-related payments, skew the bonus data. This explains the significant difference between our median and mean bonus gap.

Our bonus data also includes commission payments. The sales team is predominantly male, and men typically occupy most of the senior roles. As those at more senior levels have higher sales targets, they have the opportunity to earn higher commission payments.

With our continued focus on increasing female representation, we are confident we will start to see a positive impact on our data over time.





What are we doing about it?

Increasing the number of female employees at senior levels requires a strong pipeline of talent, which means increasing female representation at all levels. We therefore aim to ensure we have diverse shortlist of candidates for all new roles as well as for promotion opportunities.

The pandemic has given us the opportunity to embrace flexible and hybrid ways of working, which is helping us to attract and retain talent and most positions are now advertised with an openness to flexible working arrangements.

To inspire more young women to choose careers in STEM, we have expanded our partnership with Speakers for Schools. As part of this initiative our women engineers share their career paths within technology as well as their personal journeys.

Last year, we appointed an ESG Consultant in the People team, whose areas of focus include supporting and promoting equality, diversity, and inclusion.

We have committed to achieving the United Nations' Sustainable Development Goals and have prioritised several, including achieving gender equality in our business.

Recently we became a member of the Employers Network for Equality and Inclusion and conducted a D&I self-evaluation to benchmark our approach and progress in this area.

Over the last year we have focused on increasing transparency across performance management and reward processes. This has resulted in a similar distribution of performance ratings across genders and equivalent average bonus pay-outs which are linked to those ratings.

What's next?

Our People strategy focuses on employee experience with specific targets for the following:

- **Recruitment** - create recruitment campaigns and establish networks externally to attract women, for example women returning from career breaks
- **Recruitment** - ensure that all senior level roles have a diverse shortlist
- **Employment practices** - review to eliminate the risk of potential bias
- **Pay and reward** - continue to monitor distribution and develop job architecture next year
- **Communities** - develop Gamma communities to support women and their careers

- **Communities** - expand our Speakers for Schools partnership to target young women

- **Inclusion** - establish approach to equality, diversity, inclusion and belonging at Gamma

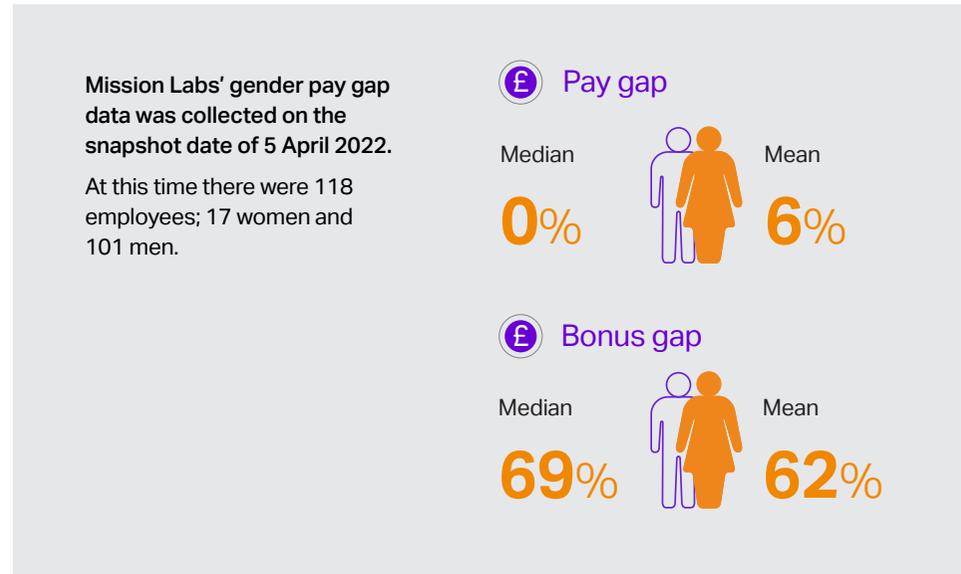
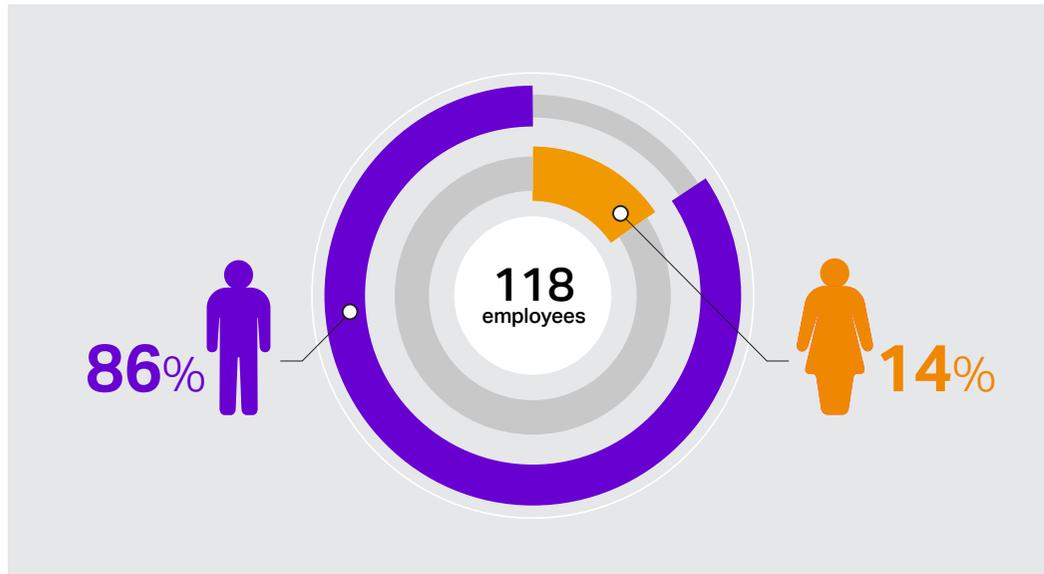
We know there is a lot to achieve within Gamma and externally in our industry, and we remain committed to attracting more women to Gamma as well as improving gender parity and representation of women within the technology industry.



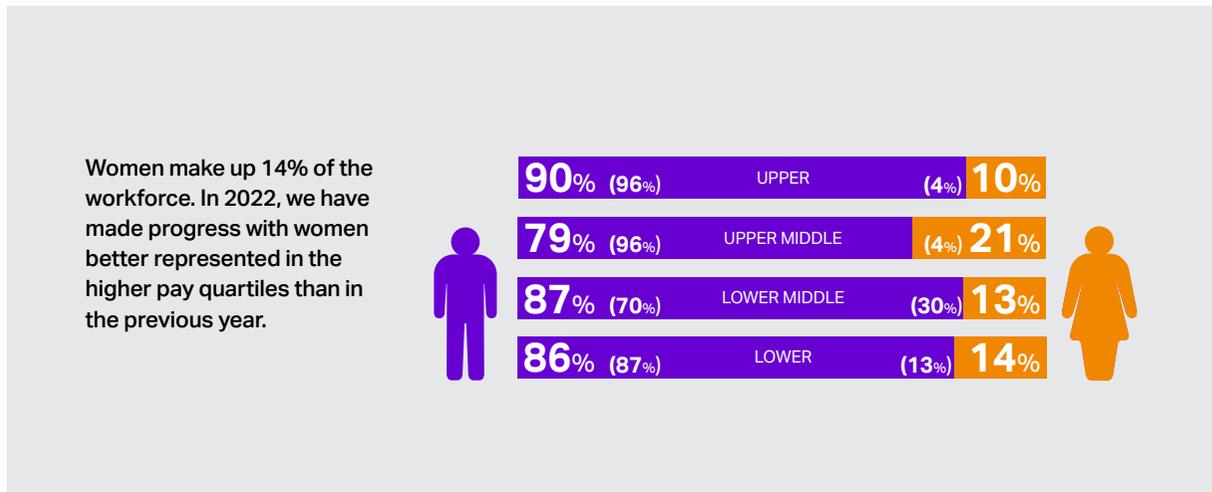
Additional Disclosure

Mission Labs gender pay gap 2022

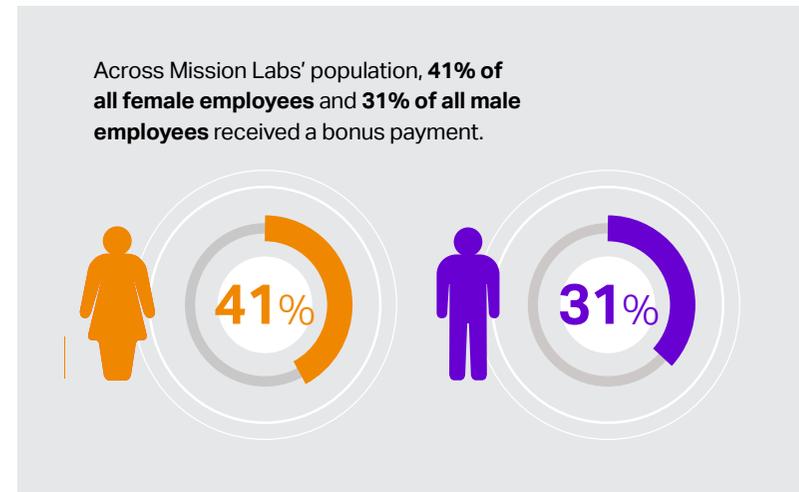
Gamma announced the acquisition of Mission Labs' in 2021. While Mission Labs' headcount is below the threshold of 250 employees, we have included their data as part of Mission Labs' commitment to increasing transparency.



Our gender proportions across pay quartiles 2022 (vs 2021)



Percentage of males and females receiving a bonus





Working smarter, together.

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We're a certified Carbon Neutral* Company. This means you can demonstrate green credentials yourself. By working with us you have a solution that not only helps the environment but also enables you to become greener and conform to new Government environmental policies.