



Gender Pay Gap Report



Foreword

At Viatel Technology Group, we have a talented and passionate team that takes exemplary care of our customers. As our organisation grows, it is a pleasure to witness the level of diversity in our workplace increase. Creating an environment that is inclusive, supportive and respectful for people of all genders and backgrounds is core to our ability to succeed.

Advancing and supporting diversity and inclusion isn't just the right thing to do. An inclusive workplace benefits recruitment, retention and workplace wellbeing which in turn leads to better outcomes for our people, our partners and our customers.

We welcome the opportunity to publish our gender pay gap analysis. Publication resonates with our core value of trust: we will be open and transparent in this, as in everything, with our employees and the wider community.

Our overall gender pay gap stands at 4.3%. This is considerably lower than the national and EU averages of 11.3% and 13% (as calculated by Eurostat¹) and compares very favourably with our peers and competitors. However, we are not complacent, as it is higher than we would like, and importantly there are variances across the organisation.

In terms of bonuses or commission payments, the percentage of employees receiving a payment is effectively equal across genders (25.3% of males and 25% of females). With regard to the value of those payments, the gap lies in favour of female employees. This is due to the proportion of females occupying roles with the potential to earn higher commission payments.

We know that our gender pay gap arises from the larger proportion of males occupying senior and specialised technical roles within our organisation. Women constitute 29% of our team. We have much

to do to improve the representation of women across the company as a whole, and in technical roles in particular. This is not a simple issue to address due to the underrepresentation of females in technology in the jobs market and the lower numbers of girls pursuing STEM courses of study. However, we can succeed when we make it a top priority. For example, we have successfully increased the representation of women at senior management level in our company in recent years. I am glad to report our Senior Leadership Team is now almost a 50:50 split.

Reporting on this Gender Pay Gap is not an end in itself. It is just the beginning. We have taken the initial steps in our strategy: we detail improvements in flexible working, leave policies and DEI (Diversity, Equity and Inclusion) initiatives later in this document. Each of these initiatives is helpful and supportive to women and to men. We count on every single member of our team playing a part to maintain our status as a market leader and to help us improve. Our culture is strong and getting stronger every day!



Paul Rellis
CEO
Viatel Technology Group



¹ <https://ec.europa.eu/eurostat/cache/infographs/womenmen/bloc-2d.html?lang=en>

Viatel Technology Group Gender Pay Gap Figures 2022

ALL EMPLOYEES

Mean Hourly Pay Gap

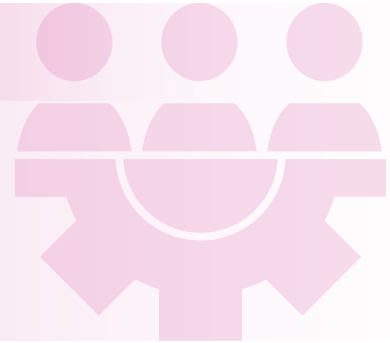
4.3%

All employees

Median Hourly Pay Gap

10.4%

All employees



PART-TIME EMPLOYEES

Mean Hourly Pay Gap

3.5%

Part-time employees

Median Hourly Pay Gap

-1.8%

Part-time employees



HOW WE COMPARE

Mean Hourly
Pay Gap

4.3%

Irish Average

11.3%

EU Average

13%

Viatel 4.3%

Irish Average 11.3%

EU Average 13%

BONUS PAY GAP

Mean Bonus Pay Gap

-32.6%

Median Bonus Pay Gap

-15.6%



% OF EMPLOYEES IN EACH PAY QUARTILE**LOWER QUARTILE****LOWER MIDDLE QUARTILE****UPPER MIDDLE QUARTILE****UPPER QUARTILE**

% OF EMPLOYEES RECEIVING A BONUS

Male

25.3%

Female

25.0%**% OF EMPLOYEES RECEIVING BENEFIT IN KIND**

Male

54.1%

Female

51.3%**Who is included?**

Our Gender Pay Gap analysis encompasses data for Viatel, ActionPoint and Digiweb.

VIATEL**ActionPoint**  **Digiweb**

Mind the Gap: Action Plan

We care deeply about our people and are fully committed to creating a supportive workplace that allows each employee to reach their personal and professional potential. We have already taken the first steps on our inclusion journey, including:



Hybrid working

As an employer, we don't mandate a set number of days in the office. We trust each of our team members to find the hybrid balance that best suits their role and their home life.



Flexitime

We are enabling our team to take back some of their precious time. Rating us 8.5 out of 10 for flexibility, our staff's satisfaction at work is increasing in line with our flexitime initiatives.



Improved Leave Policies

In the last twelve months, we have enhanced pay and conditions for maternity leave, paternity leave and adoptive leave within our company. For the first time, we introduced a policy to allow employees to temporarily work from abroad.



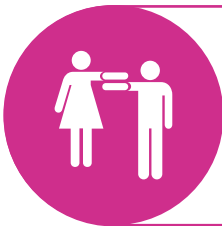
Focus on DEI

In late 2022, we hosted our first Diversity, Equity and Inclusion (DEI) focus group. We appreciate the insights shared by individuals from all our companies and departments. Our 2023 action plan is based on our understanding of those observations and experiences.



Talent Acquisition

We continually review our recruitment processes to ensure we accurately portray ourselves as an employer that is open and attractive to all. We will continue to apply a diversity lens to our interview, hiring and progression processes.



30% Club

The 30% Club is a global campaign committed to achieving better gender balance at leadership levels and throughout organisations for better business outcomes. Viatel is one of the 300 member organisations of the Irish Chapter.

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