

Gender Pay Gap Statement

Our mission is simple – everyone deserves better broadband. Behind every digital moment is a network that works.

From team meetings and study sessions to viral hits and breaking news, Airband connects people online with reliable, ultrafast broadband wherever they live.

As Airband employed more than 250 people on 5th April 2022 it is required by the government to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings. 2022 is the first year we have reported our pay gap.

On 5 April 2022, we had 285 employees, 37% of employees were female and 63% of employees were male. The percentage of men and women in each hourly pay quarter is as follows:

Quartile	Percentage of Men	Percentage of Women
Lower	50%	50%
Lower Middle	48%	52%
Upper Middle	83%	17%
Upper	72%	28%

The mean pay gap shows the average female employee earns 22% less than the average male employee. The average female employee's median hourly rate is 2% less than the average male employee. We pay individual spot salaries for each of our job roles and roles are regularly benchmarked. The pay gap is at the extreme edges of our pay ranges rather than generally distributed throughout; however, we recognise the importance of closing this gap and we are currently working on various strategies to address this both in the short and medium term.

Relating to bonuses paid, 45% were paid to male employees and 22% were paid to female employees. The mean pay gap shows the average female employee earned 9% less than the average male employee however the median pay gap was 68% in favour of female employees.

I declare that the information contained in this report is accurate.

Redmond Peel

Chief Executive Officer