

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 2023 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. 2023 is the second year we have reported our pay gap.

On 5 April 2023, we had 319 employees, 35% of employees were female and 65% were male. The percentage of men and women in each hourly pay quarter is as follows:

Quartile	Percentage of Men	Percentage of Women
Lower	59%	41%
Lower Middle	63%	37%
Upper Middle	75%	25%
Upper	80%	20%

The mean pay gap shows the average female employee earns 21% less than the average male employee. The average female employee's median hourly rate is 22% 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 continuing to close this gap and we are currently working on various strategies to address this both in the short and medium term.

Relating to bonuses paid, 55% of male employees and 26% of female employees received a bonus. The mean pay gap shows the average female employee earned 28% more than the average male employee and the median pay gap was 86% in favour of female employees.

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

Redmond Peel

Chief Executive Officer