



BT Communications Ireland Ltd

Gender Pay Gap Statement 2024



Foreword

In 2024, we continue our commitment to transparency as we publish our third annual gender pay gap statement, in compliance with the Gender Pay Gap Information Act 2021. This report highlights the average pay differences between men and women within our organisation, without considering role-specific factors.

This year, we are proud to share our progress in enhancing gender diversity. Women now constitute 32.76% of our workforce, up from 30% in 2022. This achievement underscores our dedication to fostering diversity and inclusion throughout our recruitment and hiring practices.

Despite these gains, we acknowledge the ongoing challenge of increasing female representation in senior roles at BT Ireland. Our analysis reveals that the underrepresentation of women in higher-paid and senior positions continues to widen our gender pay gap. Currently, our mean and median gender pay gaps stand at 21.06% and 26.52%, respectively. While these figures are disappointing, we are encouraged by the consistent year-on-year narrowing of these gaps.

Our strategic priorities moving forward include:

- Enhancing female representation across all career levels, with a focus on senior roles
- Ensuring an inclusive and supportive workplace where every employee can thrive.
- Encouraging women to enter traditionally male-dominated fields such as sales, technology, and engineering
- Promoting roles with additional benefits, including allowances, shift pay, and commission, to women.
- Developing a robust pipeline of future leaders from underrepresented groups
- Playing an active role in organisations and initiatives that support a greater representation of women from all backgrounds into science, technology, engineering, and maths.

Our analysis indicates that without sustained efforts in these areas, our gender pay gap will persist, particularly given our low attrition rate and limited influx of new employees.

In conclusion, we are optimistic about the positive trends in our workforce demographics and the narrowing gender pay gap. We remain steadfast in our commitment to addressing the root causes of our gender pay gap and fostering an inclusive environment for all.

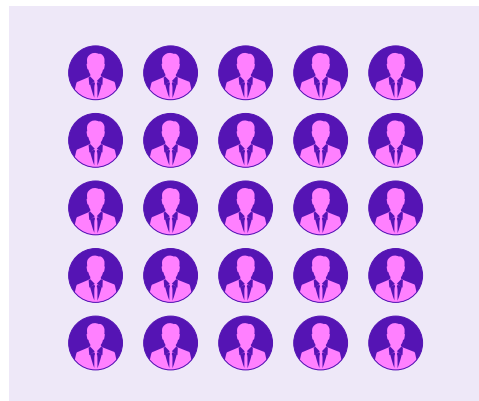


Shay Walsh
Managing Director,
BT Ireland

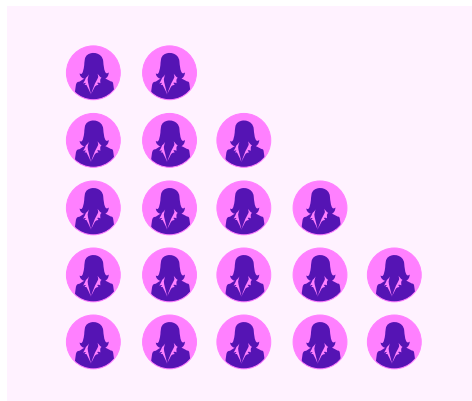
What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average pay men and women earn. The Gender Pay Gap is primarily influenced by the number of men and women working in the overall organisation and the seniority at which they work. **The Gender Pay Gap is different from equal pay.** Equal pay refers to men and women receiving equal pay for doing the same or similar jobs. The presence of a gender pay gap within an organisation is not necessarily an indicator of equal pay issues.

Gender pay



Average hourly pay for **male** employees is €X



Average hourly pay for **female** employees is €Y

The difference between €X and €Y is the gender pay gap

Gender Pay Gap in focus

How we are working on closing our gap

At BT, we are dedicated to embedding diversity, equity, and inclusion (DEI) into every aspect of our operations. This commitment is fundamental to our purpose: connecting for good, and is central to our Manifesto, which aims to accelerate growth through responsible, inclusive, and sustainable technology. Diversity and inclusion are key pillars of our Manifesto because we understand that a more diverse and inclusive business drives productivity, innovation, and growth for BT, Ireland, and beyond. Our ambitious workforce and leadership targets for attracting, recruiting, and retaining women reflect our dedication to making BT more diverse and inclusive.

We fully acknowledge that our gender pay gap in Ireland is primarily due to the low representation of women in our overall workforce (32.76%) and the low proportion of women in senior roles (38%). To address this gap and achieve BT's 2030 ambitions, we must continue our efforts in attracting, recruiting, promoting, and retaining female talent.

Our strategy to close the gender pay gap focuses on three priority areas:

- 1. Attraction & Selection:** Promoting the hiring of women in roles where they are currently underrepresented.
- 2. Development & Progression:** Ensuring women have the support they need to advance and become tomorrow's leaders.
- 3. Fostering a Culture of Inclusion:** maintaining our inclusive and welcoming workplace where all employees can thrive and grow (certified as a Healthy Place to Work for six consecutive years).



Key focus areas include:

Promoting Access to Education: Encouraging educational opportunities for women within BT and the wider society.

Mentoring and Reverse Mentoring: Facilitating mentorship programmes where junior employees mentor senior leaders.

Succession Planning: Developing a pipeline of future leaders from underrepresented groups.

Employee Resource Groups (ERGs): Supporting groups that provide networking and development opportunities for employees.

Inclusive hiring training for our managers

Mandatory diverse interview panels and **mandatory diverse shortlisting** implemented for senior roles.

Unconscious bias training is mandatory for hiring managers before they can proceed with the recruitment process.

A **diverse leave offering** providing a range of different leave types to support our colleagues to manage their professional and private life.

By focusing on these areas, we aim to make considerable progress in closing our gender pay gap and fostering an inclusive environment for all.



What's Next?

We recognise that there is still significant work ahead to enhance the representation of women across our business and to reduce our gender pay gap.

A key measure of our future success will be the increased presence of women throughout our organisation. This is a long-term commitment that we can influence through our actions, while also acknowledging the societal factors beyond our control. Attracting female talent to roles traditionally seen as male-dominated is challenging, but it remains a priority for us. Our focus is on finding more opportunities to recruit and hire more women across all role types and levels in the future.



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To me, the Connecting Women in Technology (CWIT) network is a source of empowerment. Over the past year, it has pushed me out of my comfort zone but offered a safe space to share experiences, seek advice and grow in confidence, both personally and professionally.

Eilish Nolan
Global Solutions Manager BT



The American Chamber Emerging Leaders Forum is a wonderful opportunity to network with other professionals throughout a wide range of businesses across Ireland. It gives some great insights into yourself, leadership and impactful presentation skills and the opportunity to discuss these topics with a professional network outside of your BT colleagues.

Grainne Hanley
Network Operations Centre Manager, BT Ireland



During my time in BT I created and hosted AI workshops, helped coordinate employee engagement events and greatly developed my professional business skills - an eye-opening experience on the BT Communications team.

Sofia Priniotaki
DCU Access to the Workplace intern in BT



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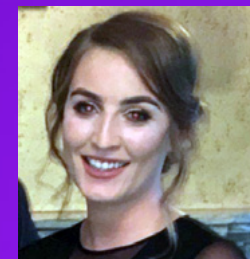
Joining the Early Career Network has encouraged me to step out of my comfort zone. I've gained experience in organizing the launch event, sharing ideas, and interacting with ECN community. These activities have boosted my confidence and highlighted the importance of diversity and inclusion.

Aishah Aich
Service Performance Analyst, BT



Health and wellbeing is a priority for us and holding masterclasses on subjects such as the menopause are beneficial. As businesses, it is so important to be aware, informed, understanding, empathetic, know how to provide reasonable accommodations. Our colleagues, customers, suppliers, families, and friends will go through this natural ageing process that can have huge implications for quality of life, economic impact, careers, and social relationships.

Hayley Lawton
HR Business Partner, BT



Our Gender Pay Gap

Under the Gender Pay Gap Information Act 2021, we are required to publish Gender Pay Gap metrics for BT Communications Ireland Ltd (638 employees on snapshot date) which are outlined in the next section. We have chosen the 30th of June 2024 as our snapshot date. An explanation of the required gender pay gap metrics can also be seen in the next section.



Our metrics at a glance and the primary causes

Our Gender Pay Gap Metric

The gender pay gap statistics presented in this section are based upon the mean and median hourly pay differences between men and women throughout the organisation. When calculating hourly pay, we look at ordinary pay (base salary, allowances, overtime, shift premium, sick leave, pay for other leaves such as maternity, paternity, and parental, and pay for gardening leave) and bonus pay (the components of which are outlined on page 7) for each employee. These two elements are added together and divided by the hours worked by an employee during the snapshot period, which results in the employee's hourly rate.

The mean and median hourly pay rates for the total number of men and total number of women are then found and the gender pay gap derived by the percentage difference between the mean and median hourly pay rate for men and women.

We have examined our gender pay gap in a scenario where we only consider base salary and bonus (i.e., all allowances, overtime payments, commission etc. have been removed). The result of this analysis shows the overall mean and median gender pay gap is lower when additional payments have been removed. This would indicate that women are underrepresented in roles that attract these additional payments as these roles are typically found in the engineering and technology functions which are male dominated.

At our lowest career level, we are at near parity between men and women, but this disparity grows at the higher career levels, where we are continuing to see a lack of representation of women at the higher career levels in BT Ireland.

This exacerbates our gender pay gap and we are striving to increase representation of women across all career levels in the coming years.



Pay Gaps

The difference between the mean (average) hourly rate of pay for female colleagues compared with the mean (average) hourly rate of pay for male colleagues. Calculating the median Gender Pay Gap requires identifying the female colleague who sits in the middle of the female workforce in terms of hourly pay and comparing this with the male colleague who sits in the middle of the male workforce.

Our bonus gap figures

Bonus pay includes all bonuses awarded to an employee for the period in question. This would include bonus payments in the form of money, vouchers, securities, securities options, or interests in securities, or, which relate to profit sharing, productivity, performance, incentive, or commission.

Mean Bonus Pay Gap Calculated on the same basis as the mean Gender Pay Gap but considers bonus rather than hourly pay.

Median Bonus Pay Gap Calculated on the same basis as the median Gender Pay Gap but considers bonus rather than hourly pay % male / female employees receiving a bonus.

The proportion of the male / female workforce receiving a bonus.

Gender Pay Gap	Gap 2024	Gap 2023	Movement YoY
Mean Hourly Pay Gap	21.06%	23.70%	-2.64%
Median Hourly Pay Gap	26.52%	26.90%	-0.38%
Mean Hourly Pay Gap (Temp)*	30.47%	-8.90%	39.37%
Median Hourly Pay Gap (Temp)*	-23.48%	-56.40%	32.92%
Mean Hourly Pay Gap (Parttime)*	56.84%	45.70%	11.14%
Median Hourly Pay Gap (Parttime)*	66.28%	67.25%	-0.97%
Mean Bonus Gap	30.30%	41.70%	-11.40%
Median Bonus Gap	20.08%	23.20%	-3.12%

Representation of Women

As of the snapshot date for this analysis, there are 638 employees across BT Ireland.

Employees (638)	Male	Female
Relevant Employees on snapshot date	429	209
% Gender Split of Relevant Employees	67.24%	32.76%
% Relevant Employees Receiving a Bonus	93.94%	92.82%
% Relevant Employees Receiving Benefit in Kind (BIK)	90.68%	89.95%

*Temporary (13 FTE) and Part-time (11 FTE) stats impacted by very small cohorts.

Footnote: The proportion of male and female colleagues within each pay quartile by reference to their hourly pay. There are four pay quartiles: lower, lower middle, upper middle and upper. The quartiles are calculated by ranking hourly pay for each colleague from highest to lowest. The ranking is divided into four equal quartiles and the proportion of male and female colleagues in each quartile is determined. This metric provides an indication of the proportion of male and female colleagues in junior, middle and senior roles across the business.

The breakdown of males and females in each pay quartile is as follows:

	2024	2024	2023	2023
Pay Quartiles	Male	Female	Male	Female
Upper	80.00%	20.00%	81.90%	18.10%
Upper Middle	71.25%	28.75%	70.20%	29.80%
Lower Middle	66.04%	33.96%	70.00%	30.00%
Lower	51.57%	48.43%	50.30%	49.70%

As part of our gender pay gap analysis, we reviewed the gender pay gap and representation of women across the various career levels of the organisation. As is consistent with the pay quartile above, we have lower representation of women at the most senior levels of our organisation and believe this is a fundamental driver of the gender pay gap within BT Ireland.

Having analysed the workforce exit rates in Ireland, we know that male exits are almost double that of their female counterparts.

We aim to retain more women at this level to support our future talent pipeline for senior career positions. Our strategy to address this includes diversity-focused development programmes and policies that support female development.

We recognise that the low rate of attrition in the most senior roles is a significant factor contributing to the gender pay gap. These roles, predominantly in the Engineering, Technology, and Sales functions, have traditionally been male-dominated, and we need to increase the number of female applicants in these areas.

In summary, the main drivers of our gender pay gap are the underrepresentation of women in senior career levels and higher-paid roles across our organisation. The gender pay gap is a symptom of the representation issue highlighted in this report. The actions outlined will help us build a robust talent pipeline, develop our future leaders, and create a more gender-balanced and inclusive work environment.



