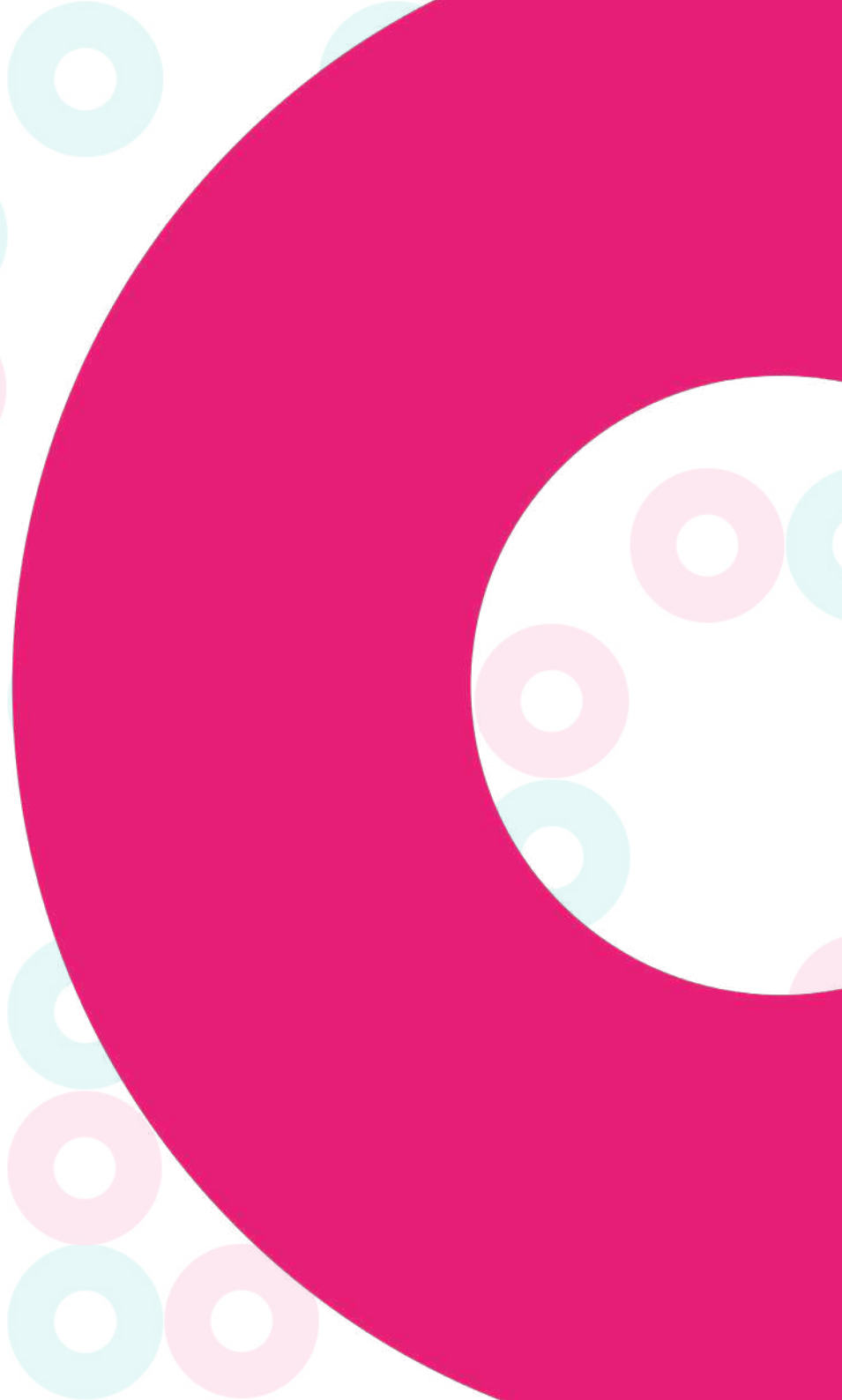




gender pay gap report

2024





what is the gender pay gap?

The gender pay gap is the difference between the average hourly pay of men and women in an organisation, irrespective of the roles they're employed in.

This is different to equal pay, which is a legal obligation under the Equality Act 2010 to ensure equal pay for men and women doing the same or similar work, or work of equal value.

Any employer with 250 or more employees on the 'snapshot date' of 5 April each year must report their gender pay gap data.

toob reached this headcount milestone by 5 April 2024, and these results are based on our payroll data from this 'snapshot date'.

key measurement metrics

mean gender pay gap shows the difference between the average hourly pay of women and men.

median gender pay gap is the difference between the midpoints in the ranges of hourly earnings of women and men.

mean bonus gap shows the difference between the average bonus paid to women and men.

median bonus gap shows the difference between the midpoints in the ranges of bonuses paid to women and men.



our pay gap results

Based on the snapshot date of 5 April 2024, our mean gender pay gap was 17.85%, with a median gap of 21.85%.

toob Limited is committed to addressing this gap with the aim of reducing it over time. We are aware of challenges faced across the Telecommunications industry, which has a large number of higher paid engineering and field-based roles which are typically male dominated positions. As such, our overall workforce is 67% male and 33% female, which impacts our mean gender pay gap.

We recognise more needs to be done to close the gap that exists and increase the number of women working in telecommunications. We believe actions we are taking are already improving the diversity of our organisation and having a positive effect on the pay gap.

pay quartiles

These charts illustrate the distribution of men and women at toob across four equally sized pay quartiles. The employee population is sorted by order of fixed pay from lowest to highest. It is then divided up into four equal sub-populations known as upper quartile, upper middle quartile, lower middle quartile and lower quartile.

upper middle hourly pay quartile



Male Female

lower hourly pay quartile



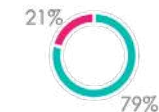
Male Female

lower middle hourly pay quartile



Male Female

upper hourly pay quartile



Male Female



our bonus gap results

Average bonuses for women were 55.22% lower than men, with a 50.37% difference in median bonus pay. As demonstrated by the pay quartile data, men occupy more of the senior and higher paid roles at toob. This means that when calculating bonuses, they'd receive a higher percentage compared to women.



The bonus data for our 2024 'snapshot date' includes annual bonus payments covering two calendar years, with bonuses based on company performance across both 2022 and 2023 being paid in the 12 months ending on 5 April 2024.

The percentage of employees who received a bonus was similar for men and women and closely matches our workforce gender split. Any employees who receive monthly sales commission payments or who are in a period of notice when the bonus is payable are not eligible to receive bonus payments.



action plan

toob Limited is committed to reducing our gender pay gap.

We believe that publishing our pay gap data is an important first step to help us understand where improvements can be made so that we can address these by creating an action plan that is focused on and aligned to our values of **trusted, open, outstanding** and **brave**.

We believe that our culture allows all employees to thrive irrespective of gender and remain committed to ensuring an inclusive workplace that reflects the diversity of the communities we serve.

declaration

I confirm the data and information contained within this report is accurate

A handwritten signature in blue ink, appearing to read 'SAL', is positioned below the declaration text.

Sophia Langton, HR Director

