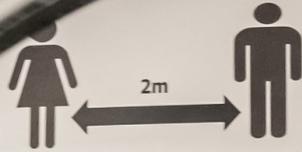


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Play your part to
keep us all safe



If you have any questions please contact the Property and Facilities helpline
or email openreach@openreach.co.uk

Please keep playing your part to keep us all safe. Wash your hands regularly
apart at all times and if you, or someone you live with, are self-isolating due
to COVID-19 (cough, fever, shortness of breath), don't come on site. Visit
www.openreach.co.uk/coronavirus for more information.



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Openreach Limited

Ethnicity Pay Gap Statement 2020/21

Background

The ethnicity pay gap is a measure of the difference in average pay between people from a minority ethnic background and people from a white background. The results are expressed as a comparative percentage - a positive number means that white cohorts earn more, and a negative number means that minority ethnic cohorts earn more.

Our pay results

Pay gap		
	Median	Mean
2021	-4.3%	-2.0%
2020	-4.9%	-1.2%

Pay gap by ethnicity	Asian/Asian British		Black/African/ Caribbean/Black British		Mixed/Multiple ethnic groups		Other Ethnic Group	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
2021	-4.4%	-3.6%	-5.0%	-0.4%	-2.5%	-5.3%	-12.2%	-12.5%
2020	-6.8%	-3.4%	-4.8%	-0.4%	-3.7%	-7.5%	-14.8%	-9.5%

These figures show that mean pay is 2% higher for people from minority ethnic backgrounds, largely due to their greater representation in leadership and management levels when compared to engineering roles.

We are making significant progress increasing our ethnically diverse recruitment. We've increased the number of minority ethnic candidates for our trainee programme from 11% to 17% in 2021 (5th April 2021 to 5th April 2022). Across the same timeframe, we increased the percentage of our graduate hires that are from a minority ethnic background, from 29% to 41%.

Our bonus results

In receipt of a bonus		
	Ethnic Groups	White Group
2021	74.0%	80.2%
2020	60.3%	71.9%

Bonus gap		
	Median	Mean
2021	42.2%	13.0%
2020	43.4%	12.6%

Bonus gap by ethnicity	Asian/Asian British		Black/African/ Caribbean/Black British		Mixed/Multiple ethnic groups		Other Ethnic Group	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
2021	-4.4%	-3.6%	-5.0%	-0.4%	-2.5%	-5.3%	-12.2%	-12.5%
2020	-6.8%	-3.4%	-4.8%	-0.4%	-3.7%	-7.5%	-14.8%	-9.5%

These figures show us that a higher proportion of white staff received a bonus between 2020/2021. This is due to a greater proportion of minority ethnic staff being on older style contracts, which are ineligible for bonuses.

Reporting our progress

At Openreach we build connections. We bring people together and we want our workplace to bring people together too - from all backgrounds and with their own unique experiences. Last year we published our Diversity & Inclusion commitment in our #Opentoeveryone report (<http://www.openreach.com/careers/diversity-and-inclusion>).

Kevin Brady
Director of Human Resource
Openreach