



Openreach Limited

2024 Gender pay
gap statement

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Gender pay gap statement

Background

The gender pay gap is a measure of the difference in average pay received by men and women. It is expressed as a figure representing the difference in women's pay as a percentage of that received by men. Gender pay gap is different to equal pay. Equal pay is a discriminatory pay difference between men and women who carry out the same job or jobs, rated as equivalent, or work of equal value. The presence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters but is more of a display of the diversity of an organisation across all its levels. Our gender pay gap is calculated in line with the government regulations and independently reviewed. Although Openreach Limited is a separate legal entity and is independently governed, it remains a wholly owned subsidiary of BT Group plc and so its numbers are also reported in the Group's gender pay reports.

About our results

Our calculations represent all UK based employees who were employed by Openreach Limited on the snapshot date of 5th April 2024. A positive percentage indicates that men are paid more than women, and a negative percentage indicates that women are paid more than men at an aggregate level. Our mean and median pay gap is based on the hourly rates of pay as at 5 April 2024. Our mean and median bonus gap is based on bonuses paid in the 12 months leading up to the snapshot date of 5th April 2024.

Our mean pay gap is -5.6% which is a minimal change of -0.5% since 2023 (-5.1%). Our median pay gap is -0.9% which has narrowed from 2023 (-2.1%). These figures sit below the national average of 13.8% mean and 13.1% median (Office for National Statistics data for 2024). As we have seen from our previous reports, our mean pay and bonus gap continues to be in favour of women. This is influenced by a larger proportion of women in senior leadership roles compared to a higher proportion of men in engineering roles.

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. Each year we publish updates to our Diversity & Inclusion commitment in our Annual Review (<https://www.openreach.com/about/our-company/annual-reviewand-reports>). We will publish our update report later for this year which will include details on progress towards our Diversity & Inclusion targets. It will include details of our efforts to increase all forms of diversity and inclusivity within our workforce.



Our Figures

Pay Gap	
Mean	Median
-5.6%	-0.9%

Pay Quartiles	Men	Women
Upper	87%	13%
Upper Middle	92%	8%
Lower Middle	92%	8%
Lower	89%	11%

Bonus Gap	
Mean	Median
-10.4%	0.0%

	Men	Women
Proportion receiving a bonus	71.7%	78%

Statutory declaration

I confirm that the data and information presented in this statement are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kevin Brady

Director of Human Resources
Openreach



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