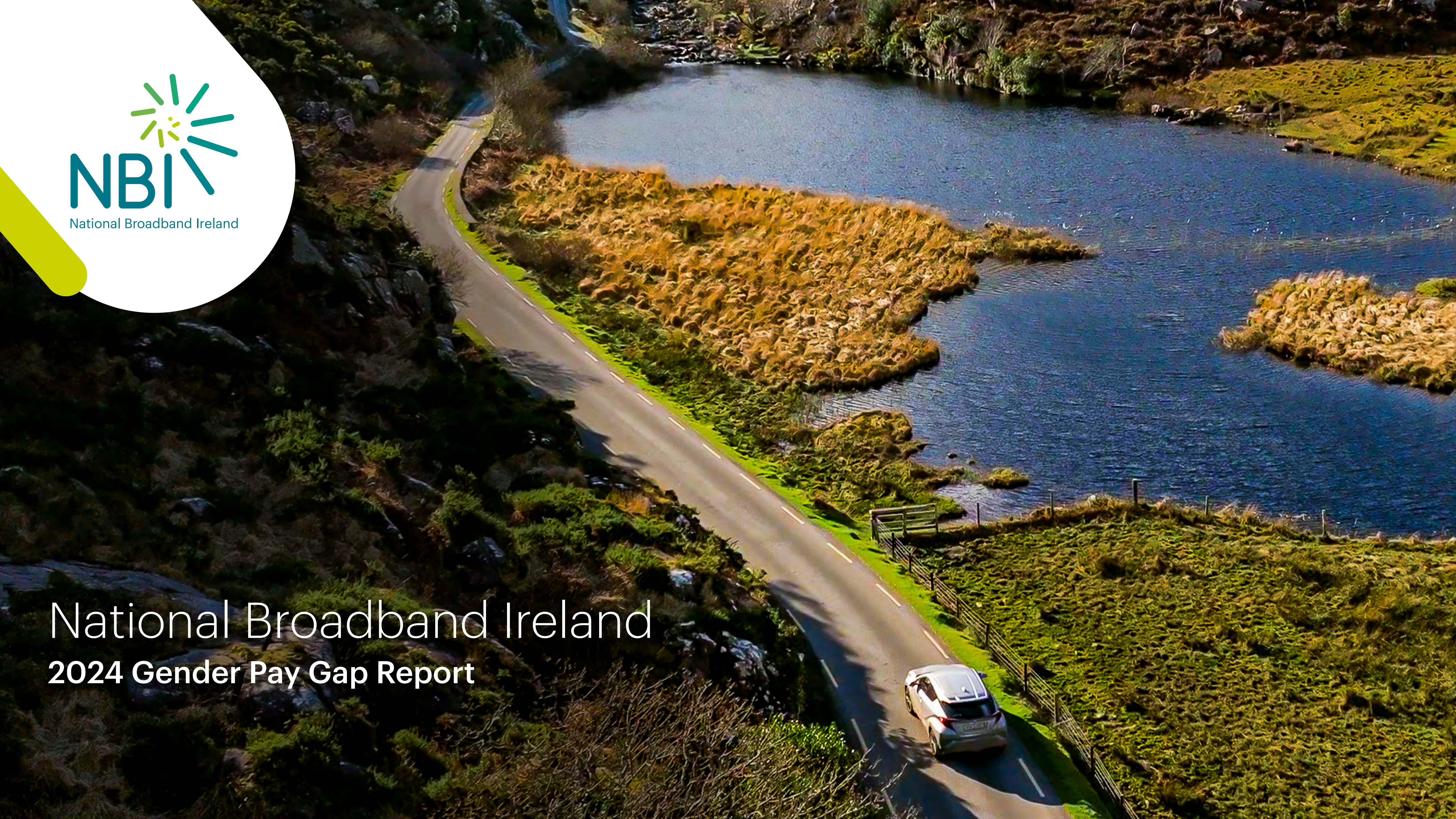




National Broadband Ireland

2024 Gender Pay Gap Report



Introduction

The National Broadband Plan & National Broadband Ireland

The National Broadband Plan (NBP) is the Irish government’s initiative to deliver high speed broadband services to all premises in Ireland. It is the largest ever telecommunications project undertaken by the Irish State and is widely recognised as one of the biggest and most ambitious telecommunications infrastructure construction projects of its kind globally.

Taking on the challenge of delivering the project, National Broadband Ireland (NBI) is deploying fibre on approximately 1.5 million poles, many of them new, and through 15,000km of underground ducts. Construction of the network will utilise 142,000km of new cabling, running along 100,000km of the road network – all to deliver rural Ireland’s new fibre infrastructure.

Our promise to rural Ireland is that no-one will get left behind. We believe that better broadband networks promote social progress, equality and sustainability. With equal access to local, national and global opportunity, every person, community and organisation in Ireland will be empowered to achieve more.

Gender Pay Gap

NBI’s core gender pay gap is 11.83% (decreased from 14.83% in 2022). We remain committed to further reducing this gap over time.

Diversity & Inclusion

Building the nation’s largest infrastructure project, our diverse team needs the brightest thinkers and doers of today to build a more connected tomorrow.

Therefore, at NBI we have brought together world-class experts in telecommunications with unparalleled experience to take on the most ambitious infrastructure challenge of our time in this country.

In doing so, we firmly believe that diversity and inclusion is a critical component to a thriving organisational culture, as we understand and appreciate that our diverse workforce have different experiences and perspectives.

The NBI team comes from everywhere - from the four provinces (31 of the 32 counties of Ireland) and the four corners of the world (21 nationalities). We consider ourselves as a global team with a local mission: Connecting friends and families, businesses and communities across Ireland with high-speed broadband for generations to come.

“We consider ourselves as a global team with a local mission”



Daragh O'Mahony
Chief People & Sustainability Officer



The Gender Pay Gap Information Act & NBI

The Gender Pay Gap Information Act 2021 (the Act) requires organisations to report on their hourly gender pay gap across a range of metrics, thus ensuring that any pay disparity between males and females in their workforce is reported.

The Gender Pay Gap reports a gender representation gap and captures whether females are equally represented at different levels across the organisation - it is not an indicator of discrimination or bias.

The Act dictates that companies with more than 150 employees on their snapshot date (30th June 2024) must publish their report in line with the calculation methods detailed in Act; therefore 2024 will be the first year that NBI will be required to publish a Gender Pay report.

It should be noted that while National Broadband Ireland have two employing entities, the focus of this report will be on a consolidated group view.

In the past 2 years, 121 individuals have joined NBI, 42% have been female. This has helped to increase our female participation in our workforce up to 31%.

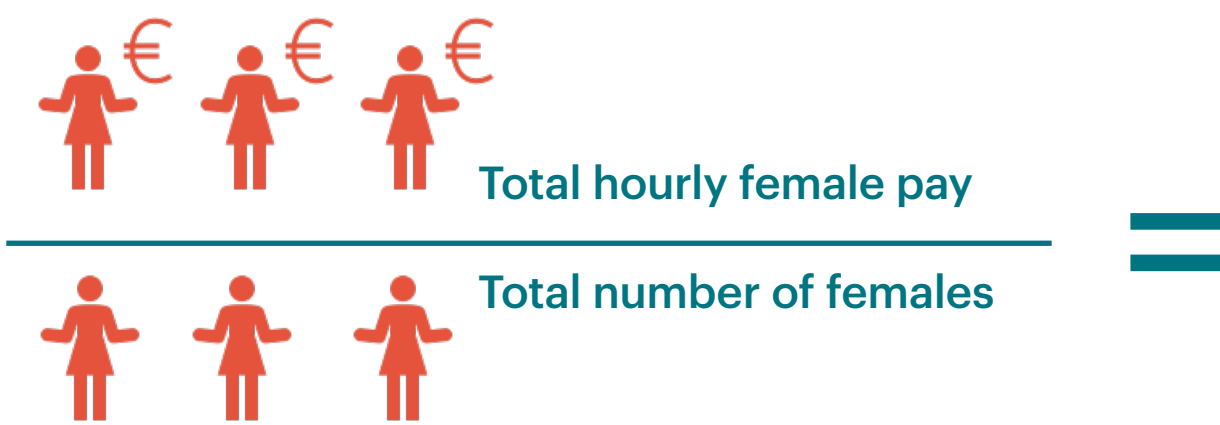
Closing the gender pay gap is a long-term plan and the report should be used as an opportunity to review what is working, where challenges exist and what actions are needed for change to create a more equitable workplace.



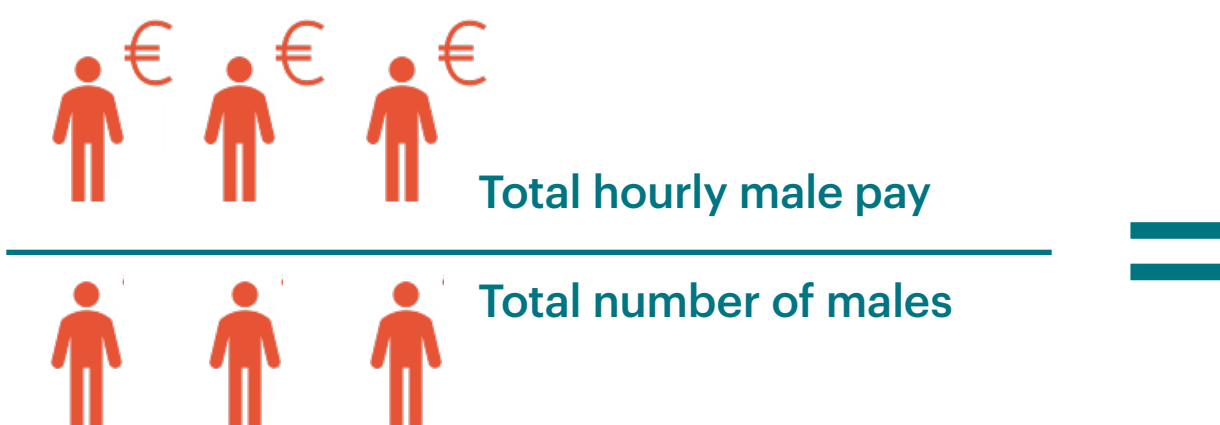
Jenny Fisher
Chief Legal & Administration Officer, NBI

Interpreting The Data

Calculating The Mean Gender Pay Gap



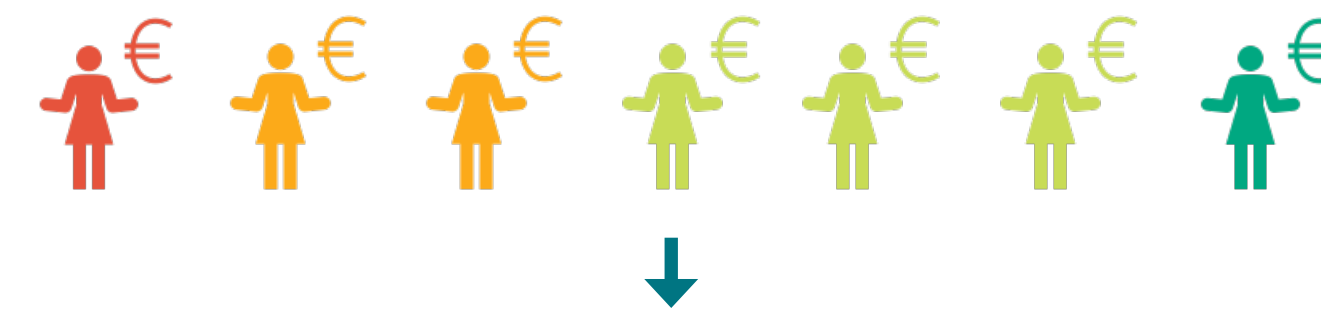
Adding the total hourly female pay, then dividing by the total number of females, give us the **“mean female average pay”**.



Adding the total hourly male pay, then dividing by the total number of males, give us the **“mean male average pay”**.

Mean female average pay — **Mean male average pay** = The difference between the two figures is the **“mean gender pay gap”** – and for NBI this is reported in Point 1 on the following page.

Calculating The Median Gender Pay Gap



The **“median female pay”** is the value that splits an ordered list of female pay data values in half – its right in the middle of the data set.



The **“median male pay”** is the value that splits an ordered list of male pay data values in half – its right in the middle of the data set.

Median female pay — **Median male pay** = The **“median gender pay gap”** is the % difference between the two figures – and is reported in Point 2 on the following page.

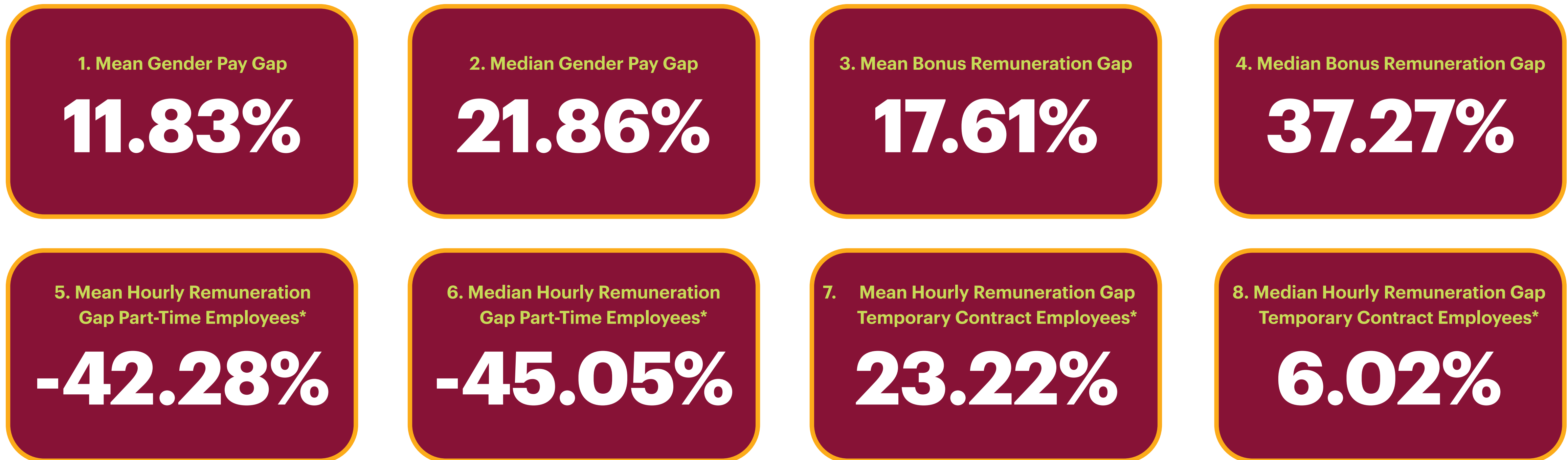
* “Average pay” includes all elements of pay (salary, bonus, shift, on call payments, BIK, PRP etc.) paid within the twelve-month reporting cycle divided by the number of hours worked.

Lower pay quartile
 Lower middle pay quartile
 Upper middle pay quartile
 Upper pay quartile

Gender Pay Gap Reporting

NBI's underlying gender pay gap of 11.83% is primarily a representation issue dating back to the formation of the Company in 2020, when a high proportion of males were hired into management positions as the company was scaled from the ground up.

In the last two years, 42% of new hires have been female, which has increased our female participation in the workforce, however, as many of these roles are more junior in nature, this limits our ability to fully close the gender pay gap.



Notes:

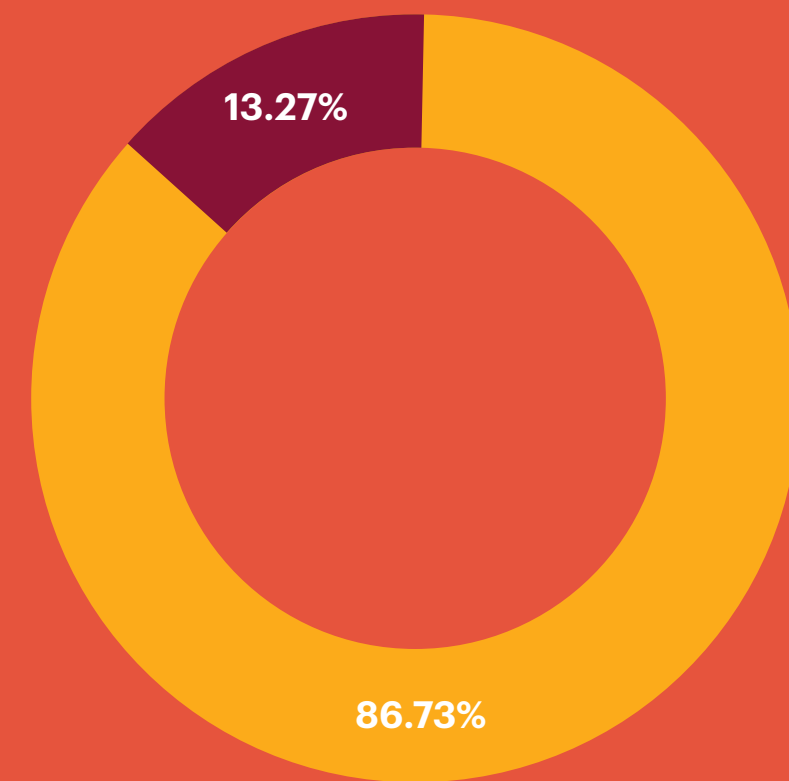
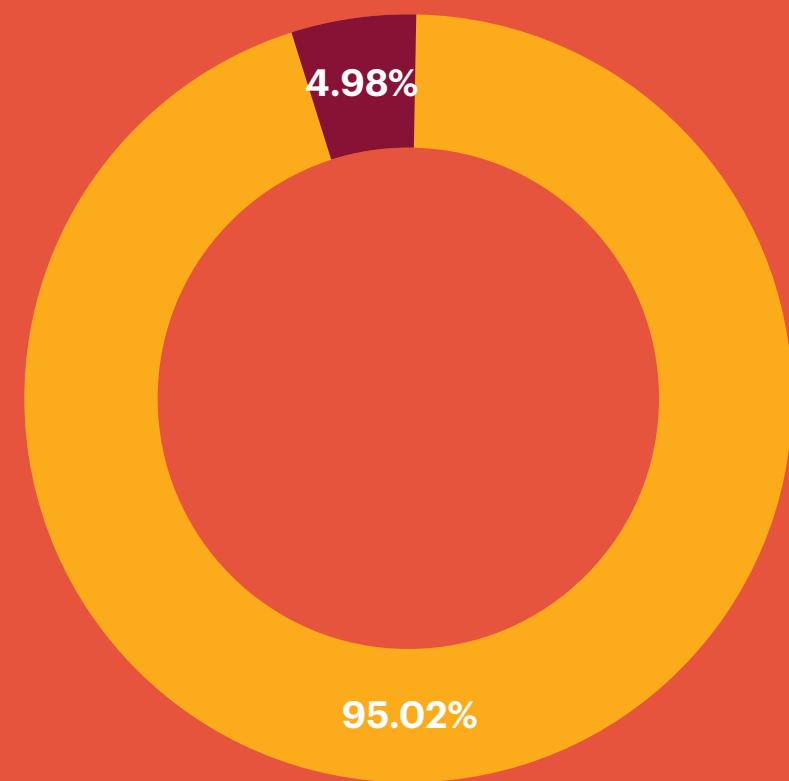
1. Mean Gender Pay Gap: If the average male earns €100, then the average female earns €11.83% less.
NBI has been tracking this metric since 2022, and the gap has dropped by 3.00% in that period.

5. Mean Hourly Remuneration Gap Part-Time Employees: In this case, part-time females earn more than part-time males.
6. Median Hourly Remuneration Gap Part-Time Employees: In this case, part-time females earn more than part-time males.

Gender Pay Gap Reporting

9. Proportion Males Receiving Bonus

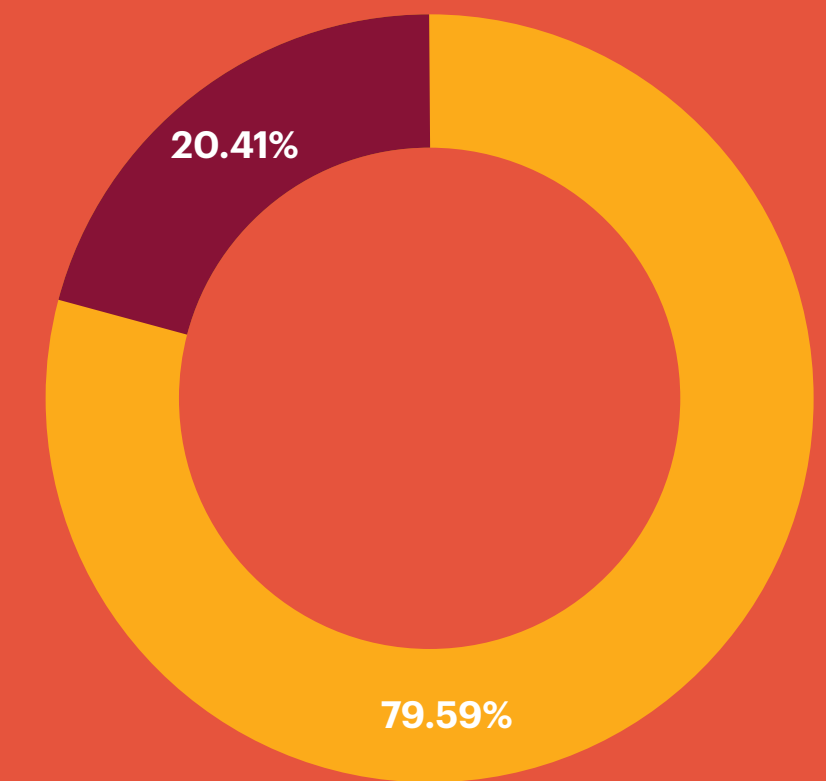
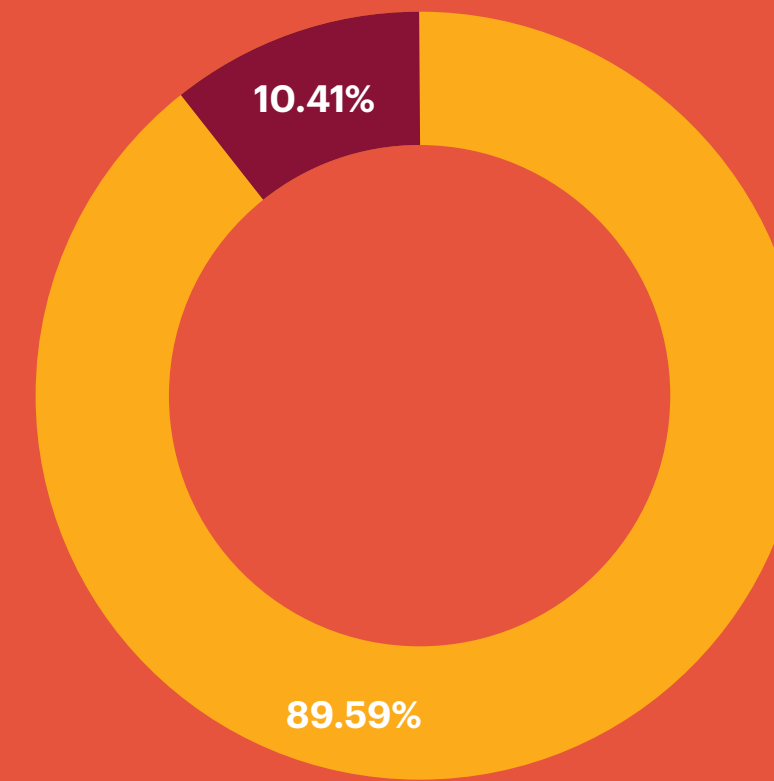
9. Proportion Females Receiving Bonus



● Receiving Bonus ● Not Receiving Bonus

10. Proportion Males Receiving Benefits In Kind (BIK)

10. Proportion Females Receiving Benefits In Kind (BIK)



● Receiving BIK ● Not Receiving BIK

Notes:

9. Proportion Receiving Bonus: Theoretically, this should be 100%, however, for colleagues who joined from Jan to June 2024, no bonus was paid therefore, the calculation derives an answer less than 100%.

Furthermore, more females were hired in the period Jan to June 2024, which yields a lower % when reporting the proportion of females receiving bonus payments.

10. Proportion Receiving Benefits In Kind: All employees are eligible for BIK related benefits, such as private medical insurance. Figures below 100% indicate new starters or employees that have opted out of the company private medical insurance scheme.

Gender Pay Gap Reporting

NBI Group Gender Pay Gap Calculations

11.	Quartile Remuneration - %	2024 % Males	2024 % Females
D	Lower Remuneration Quartile Pay Band	49.38%	50.62%
C	Lower Middle Remuneration Quartile Pay Band	73.42%	26.58%
B	Upper Middle Remuneration Quartile Pay Band	82.28%	17.72%
A	Upper Remuneration Quartile Pay Band	72.50%	27.50%
12.	Quartile Remuneration - Figures	2024 No. of Males	2024 No. of Females
D	Lower Remuneration Quartile Pay Band	40	41
C	Lower Middle Remuneration Quartile Pay Band	58	21
B	Upper Middle Remuneration Quartile Pay Band	65	14
A	Upper Remuneration Quartile Pay Band	58	22

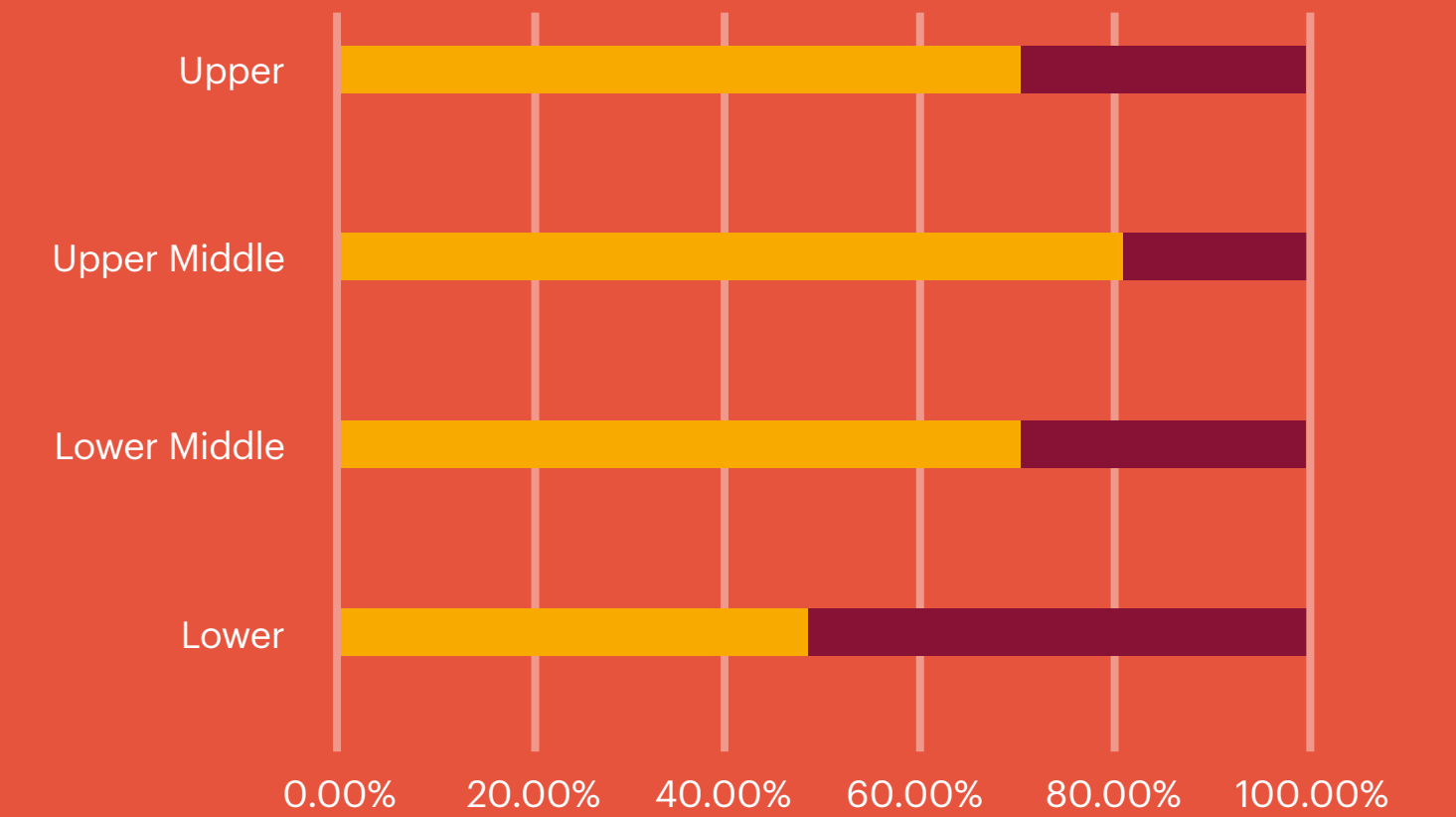
Notes:

This table shows how the pay is distributed across employees in the NBI Group.

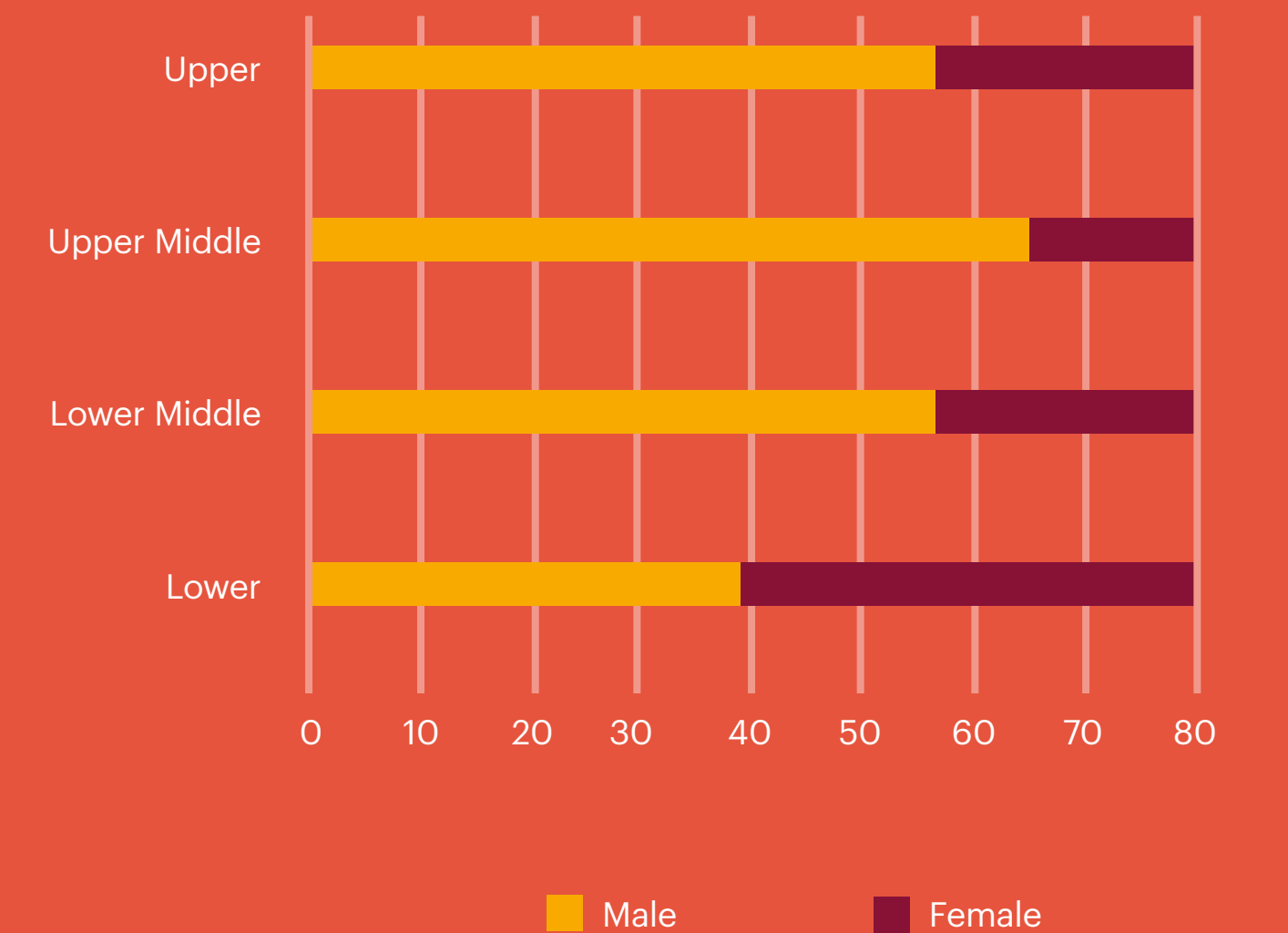
NBI has been tracking the data since 2022, and there is a trend for more women in all quartile pay bands, which reflects a higher proportion of women across the wider organisation (up from 25% to 31% in the last 2 years). To note that 42% of new hires in the last 2 years are female.

Newer roles have tended to be more junior in nature which naturally negatively impacts on gender pay.

11. Quartile Remuneration - %



12. Quartile Remuneration - Figures





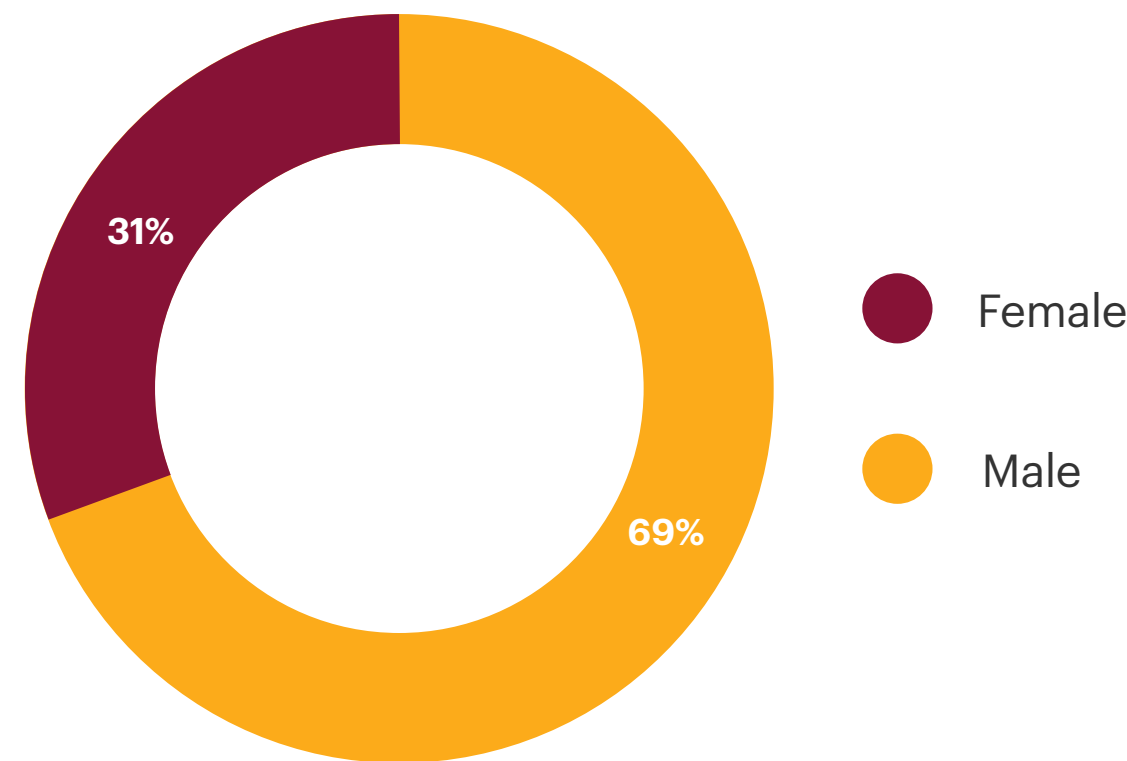
Progress To Date

Gender Diversity

When the organisation was establishing in the period 2020 to 2022, our gender split was 80% (M) : 20% (F).

In the past 2 years, 121 individuals have joined the NBI team, 42% of which have been female as we have endeavoured to improve diversity in our team. This has helped to increase our female participation in our workforce up to 31%. Therefore, our gender diversity now stands at 69% (M) : 31% (F).

In line with our membership and commitments to The 30% Club, we set ourselves a target to get our Senior Management Team (SMT) gender diversity up to at least 30%; which we have achieved in 2024, with 33% of our SMT now being female.



Assessment & Analysis

Conducting Pay Audit: We regularly review and analyse pay data to identify any gender pay disparities.

Benchmarking: We compare our pay with industry standards to ensure competitiveness and fairness.

Accountability

UNSDGs: We are committed to the United Nations' Sustainable Development Goals.

Leadership Commitment: Our Senior management team is committed to and accountable for closing the gender pay gap.

Training & Awareness

Bias Training: We provide unconscious bias training to leaders and employees, to recognise and mitigate bias in decision making.

Dignity At Work Training: We invest annually in Dignity at Work Training for all levels within the organisation.

Progress To Date

Recruitment and Promotion

Diverse Hiring Practices: Our recruitment process is inclusive and attracts a diverse pool of candidates.

Promotion Criteria: We have a standardised recruitment and selection process to aid with fairness and transparency.

Monitoring and Reporting

Regular Reporting: We publish regular reports on gender pay gap statistics and progress towards closing the gap.

Feedback Mechanisms: We have a number of channels for employees to provide feedback on pay equity issues.

Employee Engagement

Masterclass: Our Colleague Engagement Programme (Connected) hosted a virtual masterclass on Successfully Returning from Family Leave to support our employees.

Continuous Improvement

Review and Adjust: We regularly review the effectiveness of implemented measures and make necessary adjustments.

Stay Informed: We keep up-to-date with best practices and legal requirements related to pay equity and align our policies to these.

People Development & Career Progression

Equal Opportunities: Equal opportunities remains at the forefront at NBI, and all employees have equal access to internal vacancies and a fair opportunity to apply for a promotion.

LinkedIn Learning: Every employee has LinkedIn Learning which allows them access to over 16,000 industry-leading courses that are developed by experts from all over the world.

Further Education: Our Further Education Sponsorship programme provides equal learning opportunities for employees and we continue to sponsor and pay for level 7, 8 and level 9 qualifications for employees.

Leadership Development Programme: We continue to invest in the learning and development of our employees. Over the last 24 months we have launched and completed a Leadership Development Programme to enhance the capability of our current diverse people leaders.

Emerging Leaders Programme: Most recently, we have launched an Emerging Leaders Programme for non people managers across our business to develop future leaders which will positively contribute to career development and aid leadership succession. The attendee selection process ensured an appropriate number of female participants.



Progress To Date

Policy Development

Pay Structures: We have a Board approved criteria for salary decisions and performance related pay to remove potential bias from the process.

Family Friendly Policies: We have a number of family friendly policies such as company days and family leave options.

Hybrid Working: Our Senior Management team advocate a hybrid working environment to support employee welfare and aid working parents.

Industry Participation

WIN: The Women’s Infrastructure Network (WIN) is a female-led, inclusive global network operating in Canada, the USA, New Zealand, Australia, the UK and now Ireland – with NBI supporting its establishment.

Tara Collins
Chief Marketing Officer, NBI



FAQs

What is the Gender Pay Gap?

The Gender Pay Gap shows the difference in the average hourly pay of men and women across the workforce.

It compares the pay of all men and all women - regardless of job role, seniority, qualifications or experience.

In line with the legislation, "Average hourly pay" includes all elements of pay (salary, bonus, shift, on call payments, BIK, PRP etc.) paid within the twelve-month reporting cycle divided by the number of hours worked.

When will NBII / NBID be required to publish a Gender Pay Gap Report?

Due to the scale of the rollout, NBI is broken up into two smaller companies, each of which manages a different part of the roll out.

NBI Infrastructure (NBII), which is the party to the NBP Project Agreement with the Irish Minister for the Environment, Climate and Communications and is therefore the entity primarily responsible for the overall NBP.

NBI Deployment (NBID), which is the party to a subcontract with NBI Infrastructure under which it is responsible for the design and build of the national broadband network.

NBII and NBID will be required to publish their own reports to comply with legislation if headcount reaches 150 on the snapshot date in 2024. Thereafter from 2025 companies with more than 50 employees will be required to report.

In 2024 NBII had 174 employees while NBID had 145 employees on the snapshot date of 30th June.

How is it Different to Equal Pay?

Equal pay deals with differences between people in a workforce who carry out equal work. Effectively, it regards equal pay for equal work.

Individuals can earn different amounts for the same work once there is a legitimate justification for the difference (e.g. length of service, experience, qualifications).

The Employment Equality Acts 1998 to 2015 legislation prohibits discrimination in relation to equal pay for equal work.

Appendices

Gender Pay Gap Reporting NBI Infrastructure Only

NBII Gender Pay Gap Calculations		2024 NBII % Gap
1	Mean Gender Pay Gap	6.17%
2	Median Gender Pay Gap	23.16%
3	Mean Bonus Remuneration Gap	8.89%
4	Median Bonus Remuneration Gap	47.15%
5	Mean Hourly Remuneration Gap Part-Time Employees	-26.80%
6	Median Hourly Remuneration Gap Part-Time Employees	-32.86%
7	Mean Hourly Remuneration Gap Temporary Contract Employees	26.70%
8	Median Hourly Remuneration Gap Temporary Contract Employees	28.54%
9	Proportion Receiving Bonus	
	Male	94.86%
	Female	87.93%
10	Proportion Receiving Benefits In Kind	
	Male	92.24%
	Female	74.14%

NBII Group Gender Pay Gap Calculations			
11.	Quartile Remuneration - %	2024 % Males	2024 % Females
D	Lower Remuneration Quartile Pay Band	50.00%	50.00%
C	Lower Middle Remuneration Quartile Pay Band	74.42%	25.58%
B	Upper Middle Remuneration Quartile Pay Band	79.09%	20.93%
A	Upper Remuneration Quartile Pay Band	63.64%	36.36%
12.	Quartile Remuneration - Figures	2024 No. of Males	2024 No. of Females
D	Lower Remuneration Quartile Pay Band	22	22
C	Lower Middle Remuneration Quartile Pay Band	32	11
B	Upper Middle Remuneration Quartile Pay Band	34	9
A	Upper Remuneration Quartile Pay Band	28	16

It should be noted that while National Broadband Ireland have two employing entities, the focus of this report has been be on a consolidated group view.

The detail presented on this page summarises the gender pay calculations for NBI Infrastructure (NBII).

Appendices

Gender Pay Gap Reporting NBI Deployment Only

NBID Gender Pay Gap Calculations		2024 NBID % Gap
1	Mean Gender Pay Gap	22.86%
2	Median Gender Pay Gap	18.54%
3	Mean Bonus Remuneration Gap	37.76%
4	Median Bonus Remuneration Gap	24.78%
5	Mean Hourly Remuneration Gap Part-Time Employees	-0.05%
6	Median Hourly Remuneration Gap Part-Time Employees	-0.05%
7	Mean Hourly Remuneration Gap Temporary Contract Employees	-3.74%
8	Median Hourly Remuneration Gap Temporary Contract Employees	-3.74%
9	Proportion Receiving Bonus	
	Male	95.24%
	Female	85.00%
10	Proportion Receiving Benefits In Kind	
	Male	86.67%
	Female	87.50%

NBID Group Gender Pay Gap Calculations			
11.	Quartile Remuneration - %	2024 % Males	2024 % Females
D	Lower Remuneration Quartile Pay Band	54.05%	45.95%
C	Lower Middle Remuneration Quartile Pay Band	77.78%	22.22%
B	Upper Middle Remuneration Quartile Pay Band	69.44%	30.56%
A	Upper Remuneration Quartile Pay Band	88.89%	11.11%
12.	Quartile Remuneration - Figures	2024 No. of Males	2024 No. of Females
D	Lower Remuneration Quartile Pay Band	20	17
C	Lower Middle Remuneration Quartile Pay Band	28	8
B	Upper Middle Remuneration Quartile Pay Band	25	11
A	Upper Remuneration Quartile Pay Band	32	4

It should be noted that while National Broadband Ireland have two employing entities, the focus of this report has been be on a consolidated group view.

The detail presented on this page summarises the gender pay calculations for NBI Deployment (NBID).



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