



## Gender Pay Gap Report 2023

# Foreword

At Viatel Technology Group, we are privileged to have a diverse and talented team, dedicated to delivering the best possible service to our customers every day. As an organisation, we live by our values. 'We Care Deeply' is a core value that compels us to create a working environment that is not only inclusive but also supportive and respectful of people of all genders and backgrounds.

In 2022, we welcomed the opportunity to publish our gender pay gap analysis for the first time, reporting a gap of 4.3%. Despite comparing well to our peers and to the national average of 11.3%<sup>1</sup>, we promised to do better. I am proud to say we have delivered. The mean gender pay gap for all employees across Viatel Technology Group in 2023 has fallen to just 0.2%.

We are proud of the progress demonstrated by the figures published in this report and the growing number of women in more senior roles in our organisation. However, we are not complacent. As we grow, maintaining and increasing female representation is not a simple issue to address due to the underrepresentation of females in technology in the jobs market and the lower numbers of girls pursuing STEM courses of study. We recognise that the reduction in our pay gap is due, in part, to a diminishing proportion of women in our lowest quartile.

Yet, we have achieved many positive milestones this year including the appointment of the first female supervisor in our Network Operations Centre and a dramatic improvement in female representation in our internship programme. We continue to nurture and develop female leaders within our business through mentorship and external training. This strategy is already bearing results, with female representation in the upper quartile growing from 23.5% in 2022 to 28% in 2023.

Championed by our first female Group Head of Product Strategy and our female Chief Technology Officer, Viatel was delighted to become a members of the Connecting Women in Technology (CWIT) network in early 2023. We are passionate about CWIT's mission to attract, retain and promote women in the technology sector.

In our efforts to support all our team members, we continued to improve critical components of work-life balance as detailed later in the report. These measures led to Viatel's recognition as Ireland's 'Best Place to Work' at the Tech Excellence Awards 2023.

As we enter our second year delivering the Gender Pay Gap Report, it is fantastic to see how far we have come and to celebrate the wins. We understand that we are only at the beginning of our journey but we know that the opportunities we will create in 2024 will be even better.



**Paul Rellis**  
CEO  
Viatel Technology Group



<sup>1</sup> <https://ec.europa.eu/eurostat/cache/infographs/womenmen/bloc-2d.html?lang=en>

# Viatel Technology Group Gender Pay Gap Figures 2023

## ALL EMPLOYEES

Mean Hourly Pay Gap

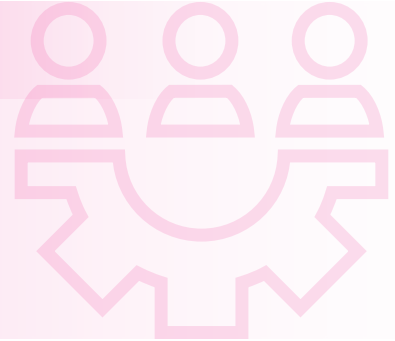
**0.2%**

All employees

Median Hourly Pay Gap

**5.8%**

All employees



## PART-TIME EMPLOYEES

Mean Hourly Pay Gap

**-4.8%**

Part-time employees

Median Hourly Pay Gap

**-21.7%**

Part-time employees



## HOW WE COMPARE

Mean Hourly  
Pay Gap

**0.2%**

Irish  
Average

**11.3%**

★ EU  
★ Average ★  
**13%**

Viatel 0.2%

Irish Average 11.3%

EU Average 13%

## HOW WE HAVE PROGRESSED

Mean Hourly Pay Gap

2022 **4.3%**

2023 **0.2%**

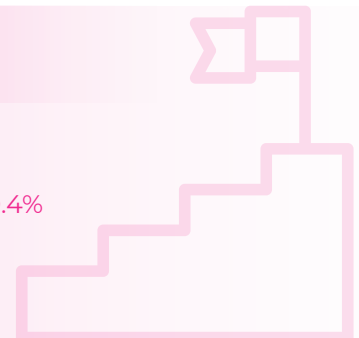
All employees

Median Hourly Pay Gap

2022 **10.4%**

2023 **5.8%**

All employees



**BONUS PAY GAP**

Mean Bonus Pay Gap

**0.7%**

Median Bonus Pay Gap

**56.8%****% OF EMPLOYEES RECEIVING A BONUS**

Male

**18.3%**

Female

**21.3%****% OF EMPLOYEES RECEIVING BENEFIT IN KIND**

Male

**44.6%**

Female

**51.1%**

**% OF EMPLOYEES IN EACH PAY QUARTILE****LOWER QUARTILE****LOWER MIDDLE QUARTILE****UPPER MIDDLE QUARTILE****UPPER QUARTILE**

# Mind the Gap: Action Plan

We care deeply about our people and are fully committed to creating a supportive workplace that allows each employee to reach their personal and professional potential. We have already taken the first steps on our inclusion journey, including:



## Flexitime

Flexdays returned in Summer 2023. This extra time off, fully paid, is a welcome addition to creating a work-life balance.



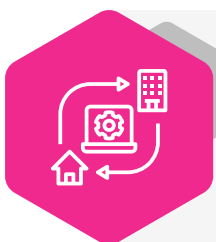
## Improved Leave Policies

In the last twenty-four months we have enhanced pay and conditions for maternity leave, paternity leave and adoptive leave within our company. For the first time, we introduced a policy to allow employees to temporarily work from abroad.



## Talent Acquisition

We continually review our recruitment processes to ensure we accurately portray ourselves as an employer that is open and attractive to all. We will continue to apply a diversity lens to our interview, hiring and progression processes.



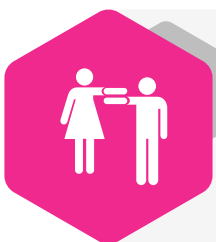
## Hybrid Working

As an employer, we don't mandate a set number of days in the office. We trust each of our team members to find the hybrid balance that best suits their role and their home life.



## Connecting Women in Technology

In 2023, we became proud members of Connecting Women in Technology (CWIT) as we continue on our mission to attract, retain and promote women in the technology sector.



## 30% Club

The 30% Club is a global campaign committed to achieving better gender balance at leadership levels and throughout organisations for better business outcomes. Viatel is one of the 300 member organisations of the Irish Chapter.

**VIATEL**  
TECHNOLOGY GROUP