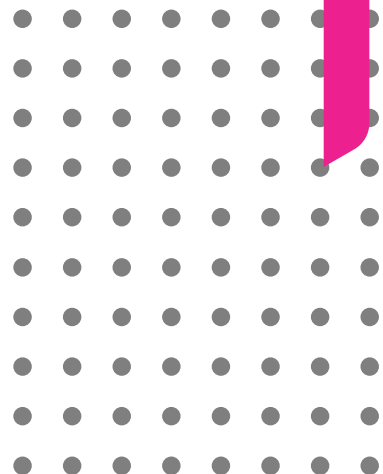




Gender Pay Gap Report 2024



Foreword

At Viatel Technology Group (Viatel), inspired by our core value of “We Care Deeply”, we strive to create an environment where every individual feels valued, respected and empowered to reach their full potential. We take exceptional care of our people and they take exceptional care of our customers.

This commitment is reflected in our 2024 Gender Pay Gap of just 3.3%, which is significantly lower than both the Irish and EU averages. This positive outcome is a testament to our ongoing efforts to ensure an equitable and rewarding workplace.

However, we acknowledge that attracting and retaining female talent in technology is a challenge. While our progress may not always be linear, or as rapid as we would like, we remain dedicated to achieving our goals.

To further our Diversity, Equity and Inclusion (DEI) impact, in 2024 we invested in Inclusio, a pioneering, science-based platform developed by Dublin City University. This initiative provided encouraging feedback from our team: Viatel ranked highly on job satisfaction, development, connection and pride against global benchmarks.

Our work with Inclusio showed us just how richly diversified we are as an organisation. The tapestry of our team goes far beyond a 70:30 male to female ratio. Among our 330 people, we see 31 nationalities represented. Four generations from Baby Boomers to Generation Z work side by side with individuals who identify as neurodivergent, of other gender identities and of different abilities. Building a workforce that is inclusive of all these human experiences isn't just the right thing to do; it is the key to unlocking innovation, creativity, and, ultimately, stronger business performance.

In our efforts to support all our team members, we continue to improve critical components of work-life balance. Our commitment to hybrid working and improved leave policies is intended to help all employees balance their family life, caring responsibilities and paid work.

The appointment of our first Benefits Manager has brought a renewed focus to ensuring our package meets the evolving needs of our employees. We are committed to benefits designed to promote health and wellbeing. This year, Viatel is proud to have expanded our pension programme, an area where female employees can be traditionally disadvantaged.

We were honoured to host our first International Women's Day event this March, titled “The Women in the Room: Inclusive Workplaces in 2024”. In partnership with Connecting Women in Technology (CWIT), the event brought together people of all genders from across the Mid-West in our Limerick Hub, creating a safe space for conversations and connections, and inspiring and supporting women within our team and our community.

In Viatel Technology Group, we believe that a diverse and inclusive workforce is essential for our long-term success. By valuing and embracing our differences, we can create a more innovative, resilient, and equitable organisation. We are committed to continuing our journey towards total gender equality, which is fundamental to our success and the wellbeing of our people.



Paul Rellis
CEO
Viatel Technology Group



Viatel Technology Group Gender Pay Gap Figures 2024

ALL EMPLOYEES

Mean Hourly Pay Gap

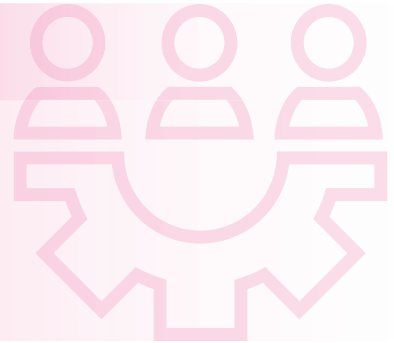
3.3%

All employees

Median Hourly Pay Gap

9%

All employees



PART-TIME EMPLOYEES

Mean Hourly Pay Gap

-35.18%

Part-time employees

Median Hourly Pay Gap

-116.58%

Part-time employees



HOW WE COMPARE

Mean Hourly
Pay Gap

3.3%

Irish
Average

11.3%

EU
Average

13%

Viatel 3.3%

Irish Average 11.3%

EU Average 13%





BONUS PAY GAP

Mean Bonus Pay Gap

0.5%

Median Bonus Pay Gap

41.3%



% OF EMPLOYEES RECEIVING A BONUS



Male

19.9%



Female

18.1%

% OF EMPLOYEES RECEIVING BENEFIT IN KIND



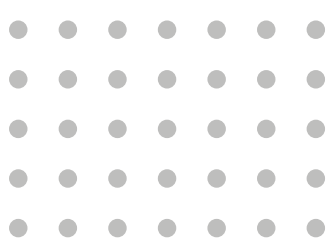
Male

55.4%



Female

62.8%



% OF EMPLOYEES IN EACH PAY QUARTILE

LOWER QUARTILE



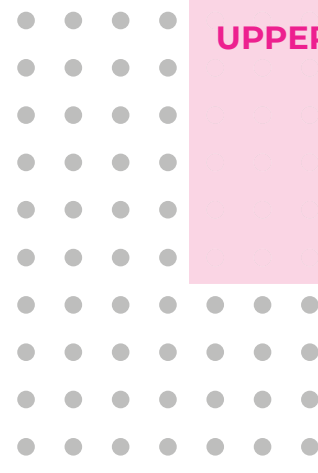
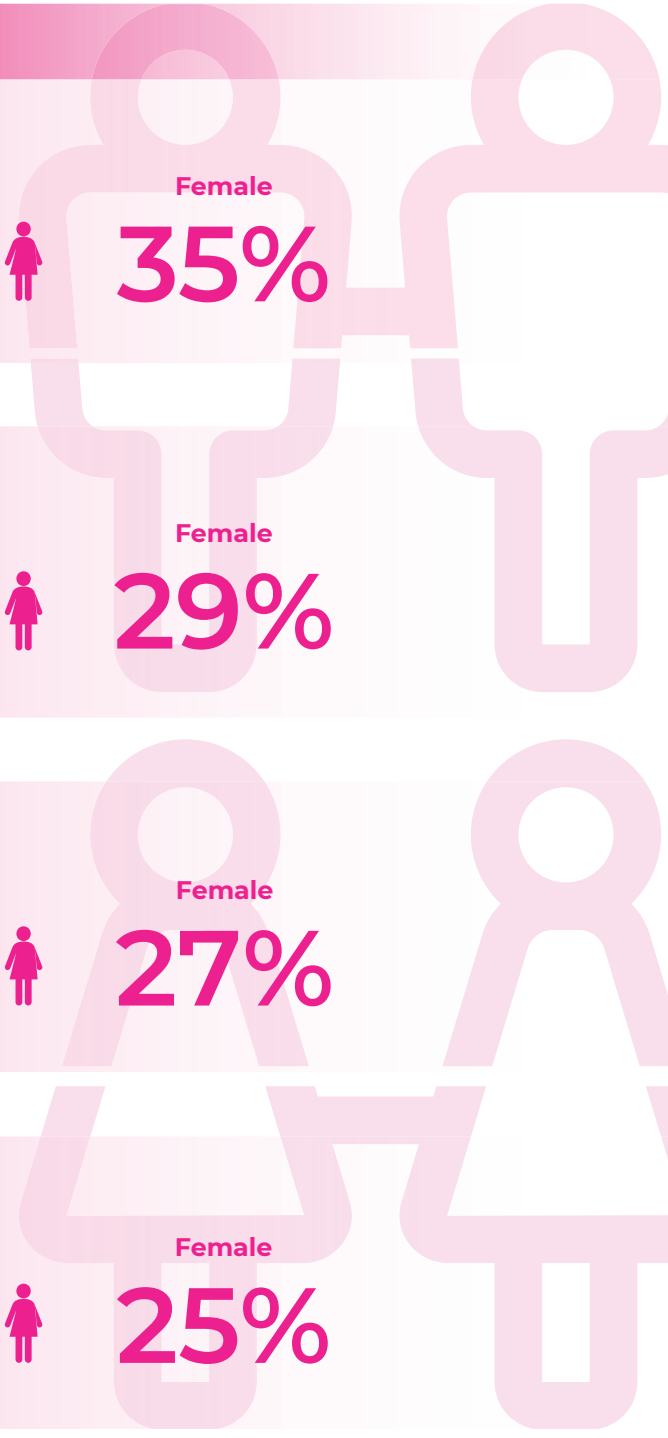
LOWER MIDDLE QUARTILE



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:



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.



Improved Benefits

Viatel has enhanced our leave policies, including increased paid time off for new parents. We've also improved employee benefits with an expanded pension programme and comprehensive health insurance to support the wellbeing of all our employees.



Hybrid Working

We trust each of our team members to find the hybrid balance that best suits their role and their home life.



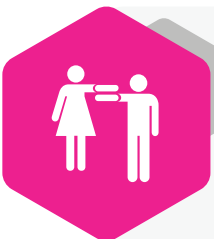
Flextime

From May to September, eligible employees who meet their performance goals (KPIs) can enjoy additional paid time off, in consultation with their manager. Employees remain available for urgent business needs while enjoying this added time. Flextime is a highly prized privilege, promoting work-life balance while maintaining our commitment to customer experience and business objectives.



Connecting Women in Technology

We are proud members of Connecting Women in Technology (CWIT) as we champion their 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