

# Gender Pay Gap Reporting UK 2024/2025

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# Overview

# Overview

As of 5th April 2017, all UK based employers employing 250 people or more, are required to report their gender pay gap. As a UK entity, and part of a larger international business, we feel it is important to be aware of our Gender Pay, in order to create actions and close the gap in our Organisation.

The UK gap comparison is 13.1%, so we are pleased to report that our gap is less at 2.85%. With this in mind, there is opportunity to improve which we will embrace for a positive improvement in 12 months' time.

Konecta UK is a company that truly prides itself on being a diverse, equal, and multinational organisation that embraces fairness at the core of our values. Our industry is quite unique in that we do not only represent our own brand values but those of our valued clients as well, many of which are leading FTSE 100 corporations, and it is imperative that we lead by example.

Konecta UK always emphasises the importance of employees enjoying our culture and environment. We do not believe this is possible if our staff cannot feel that they are treated fairly in an organisation that is striving to close the Gender Pay gap. We feel that Konecta UK is ahead of the curve here but that room for improvement still exists and that our direction is clear in that we must continue this progress to the end and embed the correct culture so it is seen as the norm.

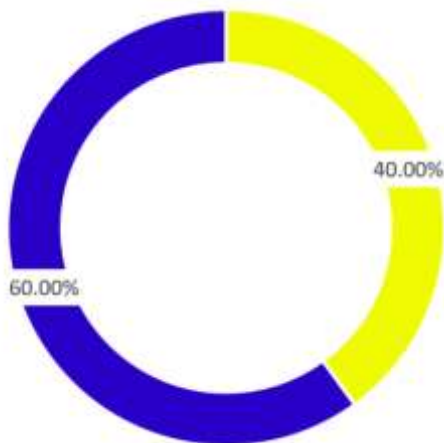
We are in the business of People serving People and part of our success is to make sure that the service we deliver is a fair reflection of the society in which we live, which is why we also strive to ensure that we have equal numbers of both males and females in our work environment delivering exceptional experiences to our customers.

01

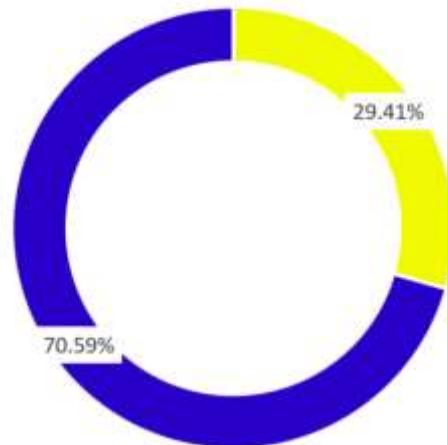
# Results

# Proportion of males and females in each pay quartile

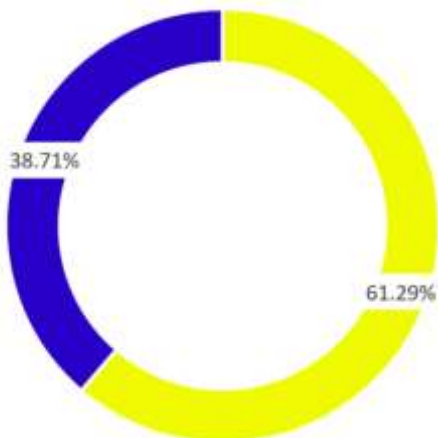
Upper Quartile



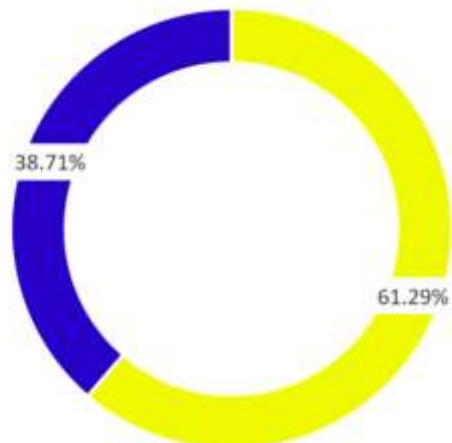
Upper Mid Quartile



Lower Mid Quartile

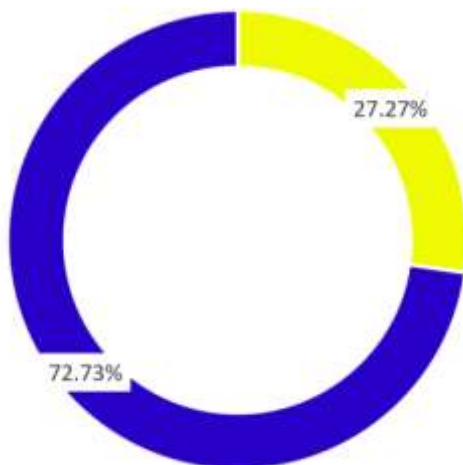


Lower Quartile

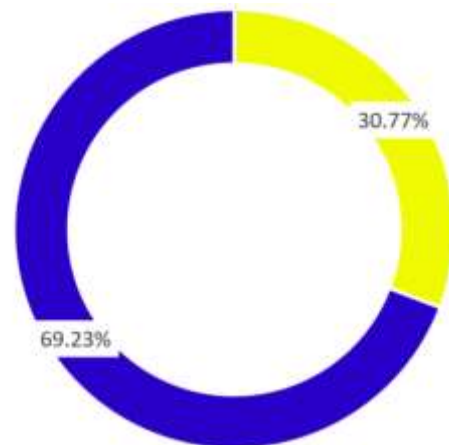


# Proportion of males and females receiving a bonus payment

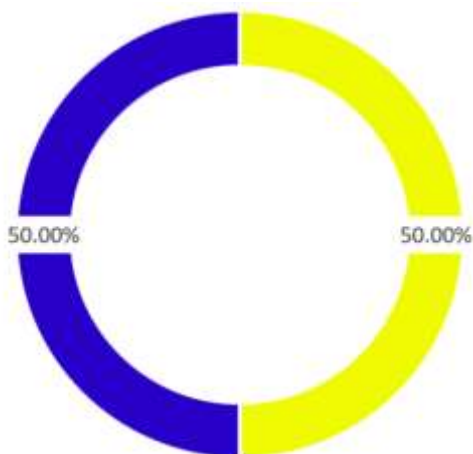
Upper Quartile



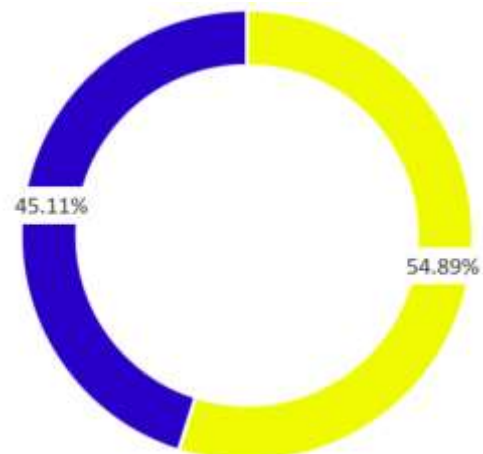
Upper Mid Quartile



Lower Mid Quartile

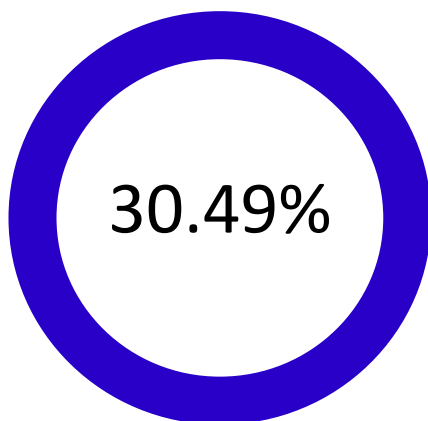


Lower Quartile

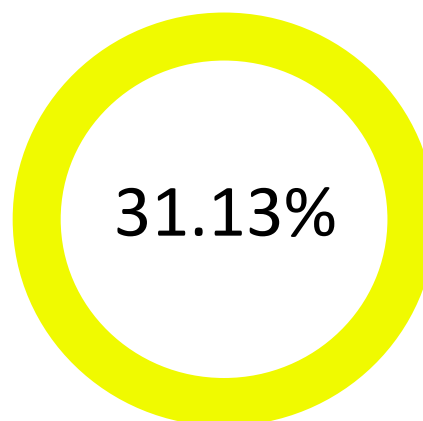


# Mean & Median Gender Pay Statistics

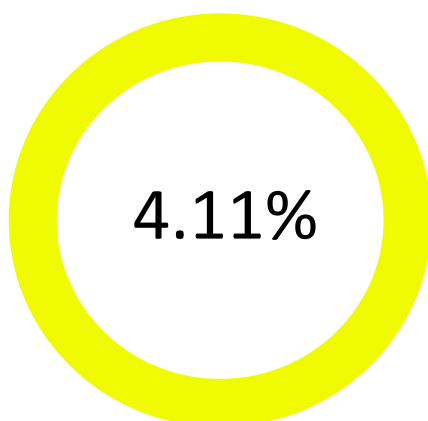
**Difference in mean pay  
excluding bonus**



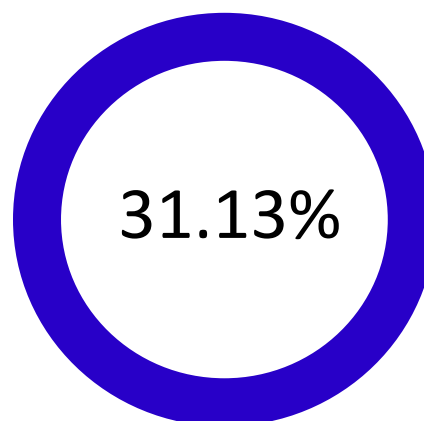
**Difference in mean pay  
including bonus**



**Difference in median  
pay excluding bonus**

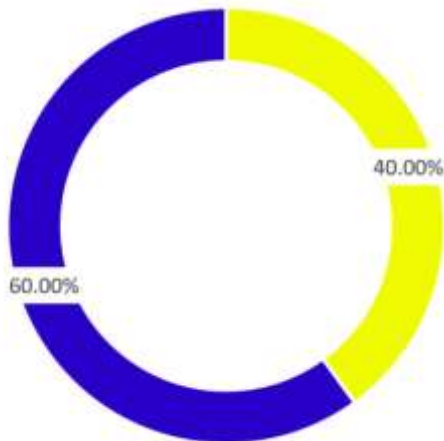


**Difference in median  
pay including bonus**

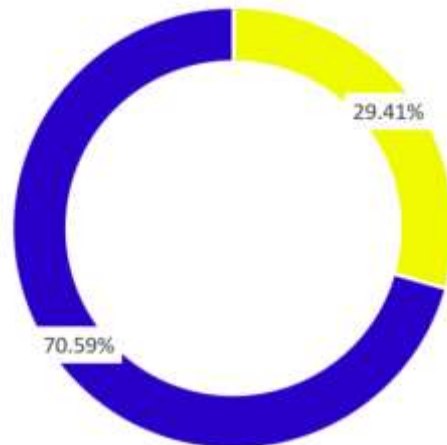


## Proportion of males and females in each pay quartile

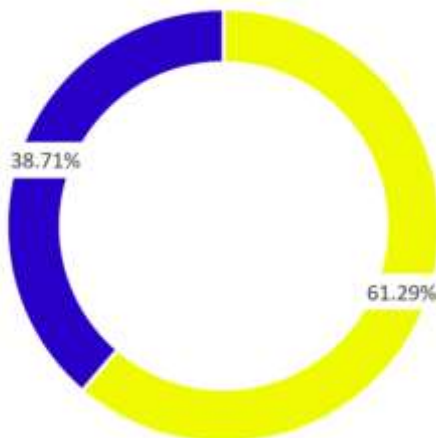
Upper Quartile



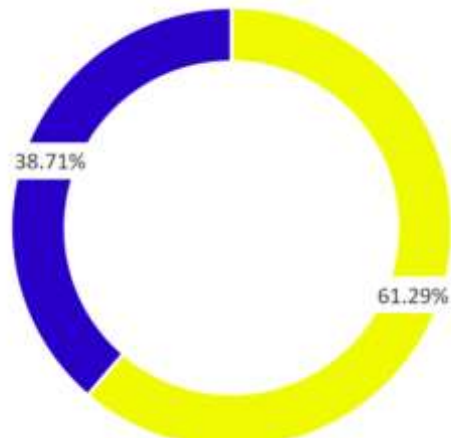
Upper Mid Quartile



Lower Mid Quartile



Lower Quartile





02

# Gender Pay Explanation

# Gender Pay Explanation

## Our Workforce

In the UK, we consist of 3 sites over this reporting period and all sites have been summarised as all are reported under Konecta UK Ltd. Across all 3 sites, we employ approximately 450 people.

Our workforce comprises of front line customer facing representatives within telecommunications, and digital marketing. 13% of the workforce is then management and support staff to ensure the successful running of our business on a day to day, and longer term basis.

## Our Results Summary

The data illustrates our mean and median hourly gender pay gap, as of the snapshot date 31<sup>st</sup> March 2025. Whilst there is a gap, we are below the UK average and can confirm that both male and female employees are paid equally and fairly for the positions in which they are employed, with equivalent skills and experience.

Our gap is primarily driven by having more males than females in our leadership team at that point, with a split of 12 males, and 4 females; which also impacts upon the bonus reporting as this team are eligible for annual bonus payments based on company performance.

It's important to note that this isn't equal pay comparing comparable roles, it's a comparison between the average hourly rate and bonus payments paid within the organisation as a whole, as of the 31<sup>st</sup> March 2025 snapshot date. Therefore, the higher the percentage gap, the greater the disparity between males and females within the organisation (not per role).

## Glossary

### Male and Female

The definition of male and female has been taken from the HMRC definitions and the genders reported to HMRC.

### Quartile Bands

This shows the proportion of males and females in each 25% (quartile) of an employer's pay structure. It is worked out by taking all the hourly pay rates, and ordering them from lowest to highest for all male and female employees in an organisation, then dividing them into four equal sections of 25% being lower, lower middle, upper middle and upper. We have then calculated the number of male and female employees within each 25% pay band as a percentage within that band.

### The median Gender Pay Gap

This is the difference between the median (middle) value of hourly pay rates (when ordered from lowest to highest) for all males in an organisation, and the median value of hourly pay rates for all females, expressed as a percentage of the median hourly rate for males.

### The mean Gender Pay Gap

This is the difference between the mean (average) hourly pay rate for all males in an organisation, and the mean hourly pay rate for females, expressed as a percentage of the mean hourly rate for males.

**The median Bonus Pay Gap**

This is the difference between the median (middle) values of bonuses (when ordered from lowest to highest) for all males in an organisation and the median value of bonuses for all females, as a percentage of the median bonus for males.

**The mean Bonus Pay Gap**

This is the difference between the mean (average) value of bonuses for all males in an organisation and the mean value of bonuses for all females, expressed as a percentage of the mean bonus for females.

**Key:**

