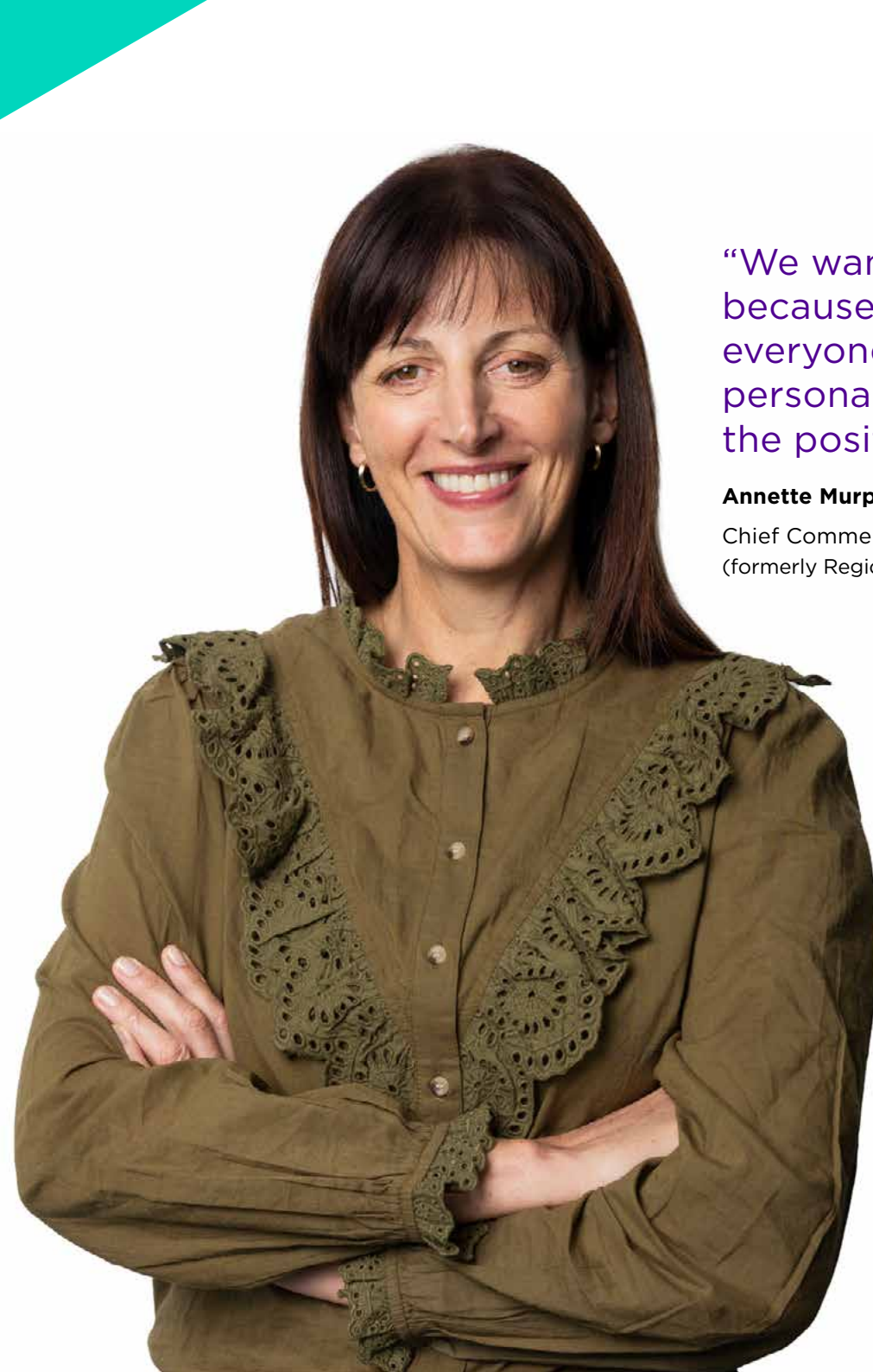


Lumen Technologies UK Ltd

(part of the Colt group of companies)

2023 UK Gender Pay Gap Report





“We want our talented women to thrive at work because a gender balanced workforce benefits everyone. I am proud of our achievements and personally committed to ensuring we build on the positive work we’ve done so far.”

Annette Murphy

Chief Commercial Officer, Colt Group
(formerly Regional President, EMEA and APAC - Lumen)

Business update

The release of our 2023 Gender Pay Gap report follows a momentous year. Following the sale of Lumen’s EMEA business to Colt Technology Services in November 2023, Lumen Technologies UK Ltd (“Lumen UK”) is now a wholly owned subsidiary of the Colt group of companies. Colt has a gender balanced Executive Leadership team, including one of the few female CEOs in the industry, and supports women’s careers at all levels of its business.

While a key focus from November 2022 was preparing the EMEA business to join Colt, Lumen UK remained committed to narrowing our gender pay gap and enabling women’s careers. We continued to address gender balance through our approach and a range of actions.

Measuring the gap

Gender pay reporting is an opportunity for us to look closely at the reasons behind the gender pay gap. In order to fully understand why our gender pay gap exists, it is important to recognise how the gap is calculated.

Gender pay reporting requires companies to look at pay on a mean and median basis across its male and female populations, based on all male employees from the highest paid to the lowest paid compared to the same analysis of female employees. It analyses both the hourly pay and bonus pay.

How we calculate the mean difference

The mean pay gap is the difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.



The difference = mean hourly pay gap

How we calculate the median difference

The median pay gap is the difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.



The difference = median hourly pay gap

What is gender pay legislation?

The regulations form part of the Equality Act 2010 and apply to UK employers in the private, public and voluntary sectors with 250 or more employees. Figures are to be based on a 'snapshot' date of 5 April each year, and are to be published within 12 months of the snapshot date. Gender pay looks at the differences of average pay between all males and all females across the whole organisation, regardless of grade. It is not equal pay which looks at the actual pay of males and females doing the same / equal value job. We review our pay levels regularly to ensure that men and women are treated equally.

Our data



Pay gap (Mean)
14.4%

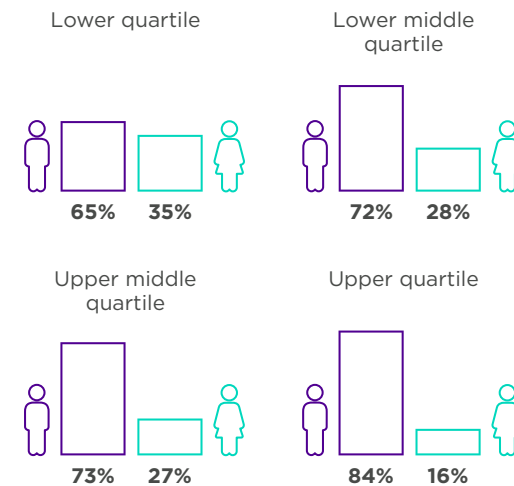
Pay gap (Median)
14.9%



Bonus gap (Mean)
18.7%

Bonus gap (Median)
14.4%

Gender distribution per pay quartile



93.2% of females received bonus pay



94.9% of males received bonus pay

Total gender distribution



26% female

74% male

Key actions and achievements

- Within the context of the technology industry in Europe where approximately 19%* of roles are held by women, we achieved nearly 50% female appointments for internally hired roles across the region and 45% in the UK. Our total hiring across the region shows approximately 44% of roles went to women.
- Maintained our governance of pay by scrutinising pay recommendations to ensure the number and size of increases were fair between the genders and countered any unconscious bias against women.
- Continued to promote menopause friendly actions to ensure that highly experienced and capable women are supported to continue in the workplace.
- Continued to benefit from and provide support to our active Employee Resource Groups (ERGs), including our Women Empowered employee network.

These actions are contributing to a more gender equal and successful business. With Lumen UK now part of the Colt group of companies, we will be working together to achieve this goal. In April 2023, women made up 26% of Lumen UK's employee population, up 2% from the previous year. There has also been an increase in the top quartile (by pay) of women to 16%, up 3% from the previous year and in the upper mid quartile female representation, an increase by over 6%.

*Women in Technology Statistics: Where are We in 2023? | Women in Tech Network (womentech.net)

More information

You can read more about gender pay reporting on the government website:

www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/overview