

At Texecom we recognise the compelling moral and business cases for diversity and inclusion at work. We see diversity and inclusion as an essential part of our productivity, creativity, innovation and competitive advantage. Texecom firmly believe that our workforce is better when it reflects the diversity of talent in the communities in which we operate, and we strive to build a balanced and diverse workforce.

Our diversity and inclusion practices seek to ensure equality of opportunity and treatment for all. We work hard to ensure that opportunities are made available to all the diverse talent we need to succeed.

Gender pay gap data allows us to assess the impact of our diversity and inclusion practices on gender equality. We are confident that men and women are paid equally for equivalent work at Texecom.

## **2021 Reported Figures**

The underlying gender pay gap data at Texecom is still reflective of us currently having fewer male colleagues in less highly paid occupations, and fewer female colleagues represented in senior roles.

During the 2021 reporting period, our median pay gap was 4.1% (a decrease from the prior year's gap of 34.2%). Our mean or average pay gap for the same period was 26.4% (decreased from 37.4%).

We are confident the longer-term trend will improve, and our continued efforts will help close the current gender pay gap and achieve our diversity goals.



Jim Ludwig  
Chief Executive Officer



## Reported Figures

Texecom Gender Pay Gap Data	2020	2021
(a) Mean Gender Pay Gap	37.4%	26.4%
(b) Median Gender Pay Gap	34.2%	4.1%
(c) Mean Bonus Gap	78.7%	88.8%
(d) Median Bonus Gap	29.4%	41.2%
(e) Bonus Proportions	Male 87.3% Female 87.7%	Male 65.7% Female 80.2%

### (f) Quartile Pay Bands (Headcount Ratio)

