

# Gender Pay Gap Statement



## About Gender Pay Gap

The gender pay gap measures the differences between male and female average earnings and is expressed as a percentage of male pay.

The Office of National Statistics reports that the overall UK gender pay gap is 18.4% (median) and 17.4% (mean) for 2017. Brightstar UK's mean gender pay gap is significantly above this average. Whilst the median is below the average, for reasons outlined later in this document.

## Brightstar UK Gender Pay Gap

Brightstar UK, (Brightstar 2020 UK Limited), demonstrates a pay gap of **30.55%** (mean) and **10.14%** (median).

However there are many factors which will affect a company's gender pay gap and it's important that these figures are taken within the full context of our organisation and structure.



*"I believe that the gender pay inequality isn't just a societal issue - equality benefits us all, especially a company's bottom line. WBC (Women's Business Council) estimates that equalising women's productivity and employment to that of men could lead to a 35 percent increase in the UK's GDP - that's almost £600bn. By recognising that women should not, and will not, be discriminated against through their paychecks is an important and crucial step on the path towards a fairer UK."*

Emer Timmons

## Introduction

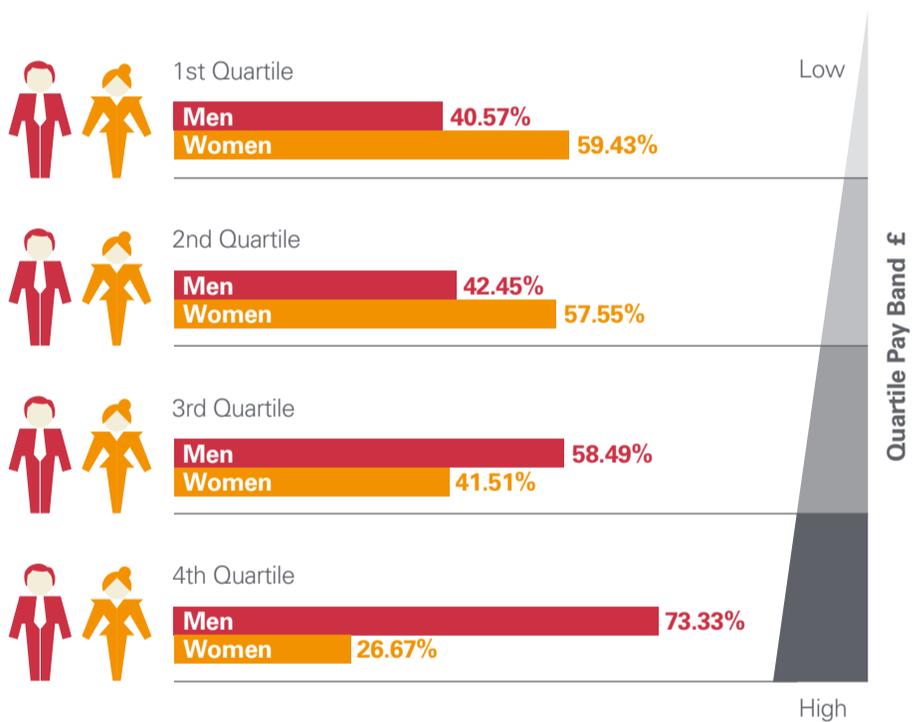
New legislation came into force in the UK in 2017 that requires employers with over 250 members of staff to publish information about their gender pay gap.

The legislation requires companies to disclose this information by April 2018. Brightstar is committed to gender pay transparency and has already published data for 2017. Brightstar is committed to providing fairness and equality for all our people and this includes addressing our gender pay gap.

Brightstar is confident that its gender pay gap does not stem from paying men and women differently for the same work. The gender pay gap is attributed to certain roles and departments within the organisation which tend to attract employees and applicants of one gender. The distribution of gender throughout our organisation tends to mirror the UK economy and our industry sector as a whole. Men are more likely than women to be in more senior roles. In addition men are more likely to be in technical, IT and sales related roles, which attract higher rates of pay. Meanwhile women are more likely than men to be in front line or support roles. Brightstar, like many similar sized organisations in our sector, demonstrates the same distribution.

This can be seen in the breakdown of the quartiles and the pay gaps that exist between the quartiles. The overall gender pay gap is driven by those employees in the fourth quartile which is predominantly represented by senior, sales and technical roles.

### Proportion of males & females when divided into four groups ordered from lowest to highest pay:



## Taking Action

Brightstar is committed to reducing our gender pay gap. It is clear our gap is driven by a lower proportion of female people in the upper quartile. Brightstar is addressing the gap through co-ordinated initiatives including:

- Developing our flexible working practices creating a thriving environment for a sustainable and diverse workforce.
- Creating foundations for a new generation of female and male leaders through a targeted training and development programme.
- Focus on developing talent through active mentoring and support.
- Allowing our people demonstrating high potential the opportunity to progress to senior positions through fast-track development plans.
- Create opportunities for cross company business networking

## Driving Gender Pay Equality



Emer Timmons

Chief Marketing Officer and President Enterprise Business - Brightstar

Emer Timmons joined Brightstar in 2016 and leads all aspects of Marketing and Brightstar's Enterprise proposition globally.

Emer was recognised in September by the Financial Times as a Champion of Women in Business, ranking number 4 in the UK. Emer sits on the UK's Women's Business Council and works passionately to enhance the role of women in business, in particular the technology sector.