

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 17.9% (median) and 17% (mean) for 2018. Brightstar UK's mean gender pay gap is significantly above this average. Whilst the median is below the average, the reasons outlined later in this document.

Brightstar UK Gender Pay Gap

Brightstar UK, (Brightstar 2020 UK Limited), demonstrates a pay gap of **33.9%** (mean) and **9.5%** (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.



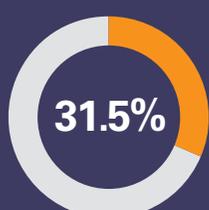
Average Gender Pay Gap as a **Mean Average**



Average Gender Pay Gap as a **Median Average**



Average Bonus Gender Pay Gap as a **Mean Average**



Average Bonus Gender Pay Gap as a **Median Average**

Introduction

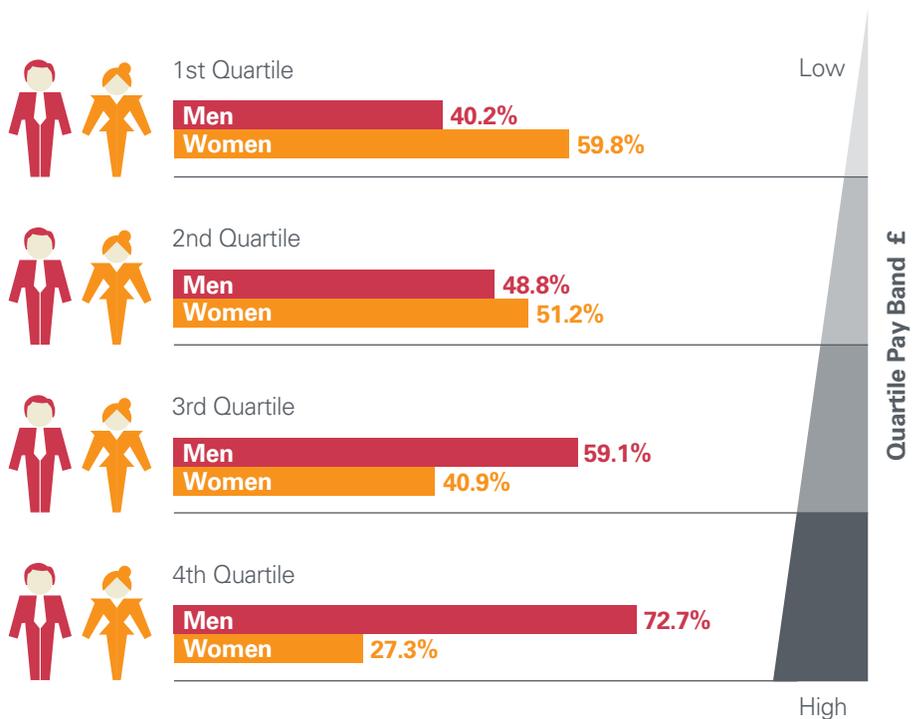
New legislation came into force in the UK in 2017 that requires employers with over 250 members of staff to publish information about their gender pay gap.

The legislation requires companies to disclose this information by the end of each tax year. Brightstar is committed to gender pay transparency, equality and fairness for all our people. 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:

- Running employee engagement surveys to better understand gender-based priorities
- Creating a working environment that promotes higher engagement
- Establishing a system to identify high potential employees
- Developing future leaders through formal training, mentoring and special assignments
- Creating technology based flexible working practices to support work-life balance