

GENDER PAY GAP EMPLOYER STATEMENT

(For reporting period 2022 – 2023)

Uniti Group Limited is dedicated to establishing a workplace that focuses on fairness and inclusivity, where each person is valued and compensated fairly regardless of gender.

Recognising the existence of gender pay gaps and their effects on equality, we are actively working to identify and rectify these discrepancies.

Our dedication to this goal falls into the main areas of action – Recruitment, Retention, Progression and Inclusive Workplace Culture.

1. **Recruitment:** We continue to focus on fairness and inclusivity, inclusive recruitment training for all leaders, reducing unconscious bias in our recruitment and interview processes.
2. **Retention:** Equal Opportunities for Growth and Advancement within the company – We are ensuring that every individual has an equal opportunity for career advancement, professional growth and development, and promotions based solely on merit and qualifications, free from any gender bias.
3. **Progression:** Supportive Policies – Continuously reviewing and enhancing our policies and procedures to ensure they foster fairness and equity in all aspects of employment, including recruitment, salary assessments and benefits and ensuring no gender bias occurs at any point in the remuneration review process.
4. **Cultivation of an Inclusive Workplace Culture:** Fostering an environment that embraces a variety of perspectives, ensuring every employee feels recognized, valued and listened to.

Uniti Group Limited, established in 2019, expanded by acquiring several internet service providers, leading to a predominantly male workforce legacy.

Our engineering and technical positions have a lower proportion of women, a trend exacerbated by skill shortages that make filling these roles challenging. We are actively encouraging women to apply for these roles.

Uniti Group Limited recognises that achieving gender balance will be a gradual process, however we remain committed to continuous enhancement and acknowledge the ongoing work ahead.

We acknowledge that attaining gender balance is a journey that requires time and effort. Nonetheless, we are steadfast in our commitment to continual improvement and recognise the ongoing efforts to focus on the listed actions required to achieve our goals.



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Julia Walsh
Chief Operating Officer

19 February 2024