

## **UNITI GROUP LIMITED**

### **GENDER PAY GAP EMPLOYER STATEMENT**

Uniti Group Limited is dedicated to creating 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 and continue progressing on narrowing the gender pay gap and its drivers.

Reducing this gap will require supporting more women to follow technical, engineering, leadership and specialist career pathways to increase the percentage of women in traditionally male-dominated areas. We will explore ways to support women in these roles.

#### **OUR FOCUS**

Our goal is to make significant progress in narrowing the gender pay gap and addressing its underlying drivers.

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.

Our company is committed to implementing inclusive recruitment practices that attract and retain talented women. We are actively promoting our engineering and technical roles to female candidates and highlighting our supportive work environment. Our initiatives include offering flexible work arrangements, such as part-time positions and adjustable work hours, to accommodate diverse needs.

2. **Attraction and Retention:** To address the gender pay gap and attract and retain more women in our telecommunications business, we are implementing several key initiatives. We are enhancing support for women returning from maternity leave by offering flexible work arrangements, such as part-time work, job-sharing, and adjustable work hours. Additionally, we are actively encouraging women to apply for engineering and technical positions, traditionally male-dominated roles, by promoting an inclusive and supportive work environment. We are also providing mentorship and career development opportunities to help women advance in their careers.

Fostering a culture of inclusion and support, where women feel valued and have access to resources, can improve retention and attract top female talent.

3. **Progression and Support:** Continuously reviewing and enhancing our policies and procedures to ensure 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. Providing ongoing training and educational programs to increase awareness of gender biases. Equal

Opportunities for growth and advancement within the company ensures 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

- 4. Flexible and hybrid work:** All employees have the option to work in hybrid arrangements except for roles such as warehouse and field due to the nature of their work. On top of this, flexible work arrangements, including adjustable hours, can be requested. These flexible arrangements cater to the diverse needs of the workforce, positively impacting overall performance, engagement, and wellbeing. Additionally, they have the potential to enhance inclusion by expanding the talent pool.
- 5. Mentorship and Career Development:** Implementing mentorship programs and providing career development opportunities can help women advance in their careers and reduce the pay gap

All non-management positions are operated under pay rates that are determined by the role and accumulated experience, without consideration of gender.

Similarly for the remaining employees, remuneration is determined by factors such as the role, industry benchmarks, qualifications and skills and not gender.

Uniti Group actively ensures that all managers are equally paid for similar roles.

Uniti is committed to preventing gender pay gaps and will continue to focus on the listed actions as our maturity level, specific to gender equality actions develop.



**Kirsty Allison**  
Chief People Officer  
Uniti Group Limited

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