



Gender Pay Gap Supporting Statement

At Cleveland Cable Company, we are committed to fostering an inclusive, fair, and equitable workplace where all employees are valued and rewarded based on their skills, experience, and contribution. We recognise that the gender pay gap is a complex issue that reflects broader societal and structural inequalities, and we take our responsibility to address it seriously.

Our analysis of the gender pay gap highlights that any disparity is not due to unequal pay for equal work, but is influenced by the distribution of roles across the organisation. We acknowledge that there is an underrepresentation of women in senior and higher-paying positions, which impacts overall pay averages.

To address this, we are taking proactive steps to improve gender balance at all levels. These actions include strengthening our recruitment practices to attract diverse talent, ensuring fair and transparent promotion processes, and investing in leadership development programmes to support the progression of women into senior roles. We are also committed to reviewing our pay structures regularly to ensure fairness and consistency.

We understand the importance of supporting employees with flexible working arrangements and enhanced family-friendly policies. By doing so, we aim to remove barriers that may disproportionately affect women's career progression and retention.

We will continue to monitor our progress through regular reporting and data analysis, holding ourselves accountable for meaningful improvement. Our goal is to create a workplace where everyone has equal opportunity to succeed, and where pay reflects performance and contribution, irrespective of gender.