Gender Pay Gap Report Ireland 2025

Introduction

Indigo Telecom Group is a global provider of digital infrastructure services, specialising in the design, deployment, and support of telecom networks. Since its founding in 1998, Indigo has partnered with fixed and mobile carriers, hyperscalers, and enterprise clients to deliver robust connectivity solutions across more than 90 countries.

Our core services include:

- **Network Design & Planning**: Covering fixed line, wireless, subsea, and data centre networks.
- **Infrastructure Deployment**: Installation, testing, and optimisation of telecom systems.
- **Managed Services & Support**: Including 24x7x365 Network Operations Centre (NOC) services, remote monitoring, and maintenance.

We employ people in the UK, Ireland, Europe, US & APAC. This report is specific to our employees based in Ireland, as required by the Gender Pay Gap Information Act 2021.

Gender Pay Gap

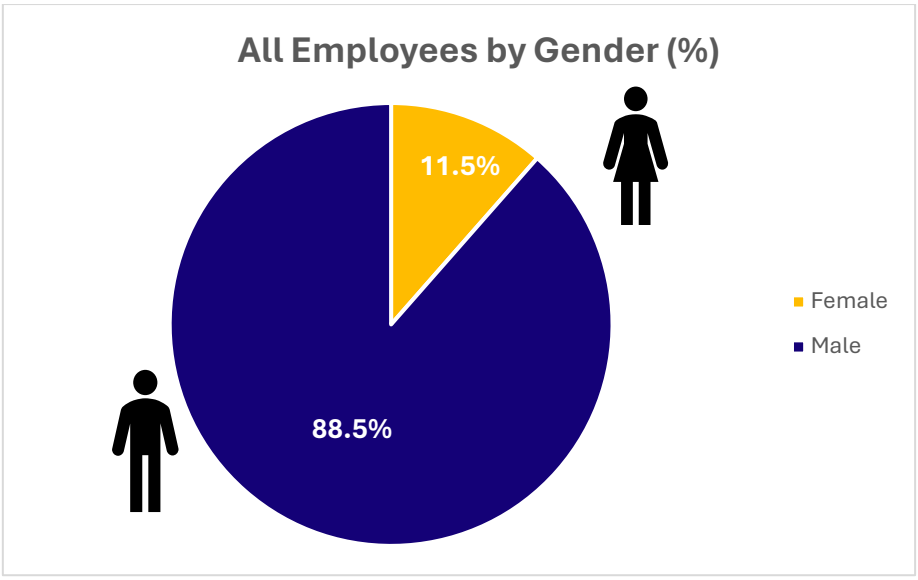
When reviewing the Gender Pay Gap, it is important to understand the difference between this, and Gender Pay Equity.

Gender Pay Equity: relates to employees who perform the same role with the same responsibilities, skills, and experience and who are paid equally regardless of gender.

Gender Pay Gap: refers to the difference in the average pay between male and female employees within an organisation irrespective of the role they perform.

This Gender Pay Gap report is based on data as of 30th June 2025. It outlines our gender pay gap statistics and the key measures we have already implemented and those we plan to implement to improve gender diversity at Indigo and therefore reduce our gender pay gap.

As of 30th June 2025, we employed 61 people in Ireland, of whom 88.5% were male and 11.5% were female.



Hourly Pay Gap

23.44% Overall Mean – (ref. Note 1)

23.83% Overall Median – (ref. Note 2)

Note 1: The mean figure shows that the average hourly rate of pay for male employees was 23.44% higher than the average hourly rate for female employees during the relevant pay period.

Note 2: The median figure shows that at the mid-point of pay, male employees were paid 23.83% more than female employees.

The above percentages reflect the average hourly pay for female employees and male employees.

The figures are influenced by the fact that we have a greater percentage of male employees in our Irish business in than female employees, particularly in technical and senior level roles.

Bonus

Percentage of employees receiving a bonus:

Male 2%

Female 0%

Benefit in Kind

Percentage of employees in receipt of a benefit that attracts Benefit-in-Kind tax. At Indigo, this relates to employees who have a company vehicle.

Male 24%

Female 0%

Salary Pay Quartiles

The following table shows the percentage of male and female employees in each pay quartile. This is calculated by splitting our workforce into four equal-sized groups, from the lowest to highest quartile.

	Lower	Lower Middle	Upper Middle	Upper
Male	73%	93%	88%	100%
Female	27%	7%	13%	0%

Comments and Actions

Overall, we employ more male than female employees in Ireland, and there are more male employees in both senior and technical positions hence the higher percentage in these quartiles. While we aim to increase the number of women at all levels, our gender splits remain typical of the industry.

However, we have taken the following actions to support and encourage gender diversity at Indigo:

1. We introduced Curve Connect – our hybrid working policy
   - Curve Connect enables our people to work flexibly across locations, balancing remote and in-office work. It offers flexibility that helps employees balance their work with the demands of their personal life, for example, childcare responsibilities.

2. Reviewed Family Friendly policies
   - We have undertaken a comprehensive review of our family friendly policies, demonstrating commitment to supporting our people through key life stages. This includes enhanced paternity and maternity pay.

3. Launched DEI Committee
   - We launched a Diversity, Equity & Inclusion Committee to bring together voices from across our global business to drive meaningful change. It focuses on identifying barriers, promoting inclusive practices, and improving communication to support an inclusive and welcoming culture. Actions that have come out of the DEI Committee included the launch of a Women's Health Policy.

Next Steps:

1. Pay Benchmarking Software
   - We are investing in pay benchmarking software that will allow us to compare internal salaries against market rates by role, level, and location. This will provide data-driven insights on pay across the organisation. It will support transparent and fair compensation decisions, reducing the risk of unconscious bias and will enable proactive steps to close gaps before they widen, especially during promotions or new hires.

2. Improved Candidate tracking during recruitment
   - Using our Recruitment System to report candidate progress through a DEI lens. This allows us to track diversity metrics at each stage of the hiring journey, helping identify potential drop-off points or bias in the process, enabling data-driven decisions to improve representation and ensure fairness.

3. Working with Industry Partners

- We are committed to working with industry partners to advance gender diversity by supporting initiatives that encourage women's entry into the industry and support their career development.

We remain committed to monitoring and managing our practices to improve our gender diversity and reduce our gender pay gap.