

Gender Pay Gap Written Statement. Systal Technology Solutions Ltd.

Assessment of Data Analysed as at Snapshot Date (5 April 2023) and submitted to the Government Equalities Office.

Systal as an employer with a workforce of 250 employees or more, are required by law to publish annual information relating to the gender pay gap in our organisation under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Systal Technology Solutions Limited are fully compliant with all relevant legislation and wholly committed in our duty to report our Gender Pay Gap findings.

As outlined by the Government, the Gender Pay Gap is an analysis of the difference between the average (mean or median) earnings of men and women across a workforce. Systal's mandatory publication is based on the snapshot date of 5th April 2023.

The Data 2023

Systal's results (based on the snapshot date of 5th April 2023 and the 12 months ending on this date) are shown below:

1. Systal employed 249 males and 62 females on snapshot date of 5th April 2023.
2. The difference in mean hourly pay is + 26.57%. Women's mean hourly pay is 26.57% lower than men's.
3. The difference in median hourly pay is + 25.87%. Women's median hourly pay is 25.87% lower than men's.
4. The difference mean bonus pay is – 17.04%. Women's mean bonus pay is 17.04% higher than men's.
5. The percentage of female employees with bonus pay is 19.74%.
6. The percentage of male employees with bonus pay is 24.05%.

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Pay quartiles per gender

Band	Males	Females	What is included in the band
A	89.19%	10.81%	All employees whose standard hourly rate is within the lower quartile
B	85.37%	14.63%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	79.49%	20.51%	All employees whose standard hourly rate is more than the median but the same or less than upper quartile
D	66.67%	33.33%	All employees whose standard hourly rate is within the upper quartile

Systal Technology Solutions is committed to improving the gender pay gap within our organisation. Recognising the importance of promoting an inclusive and equitable workplace, we have implemented several initiatives aimed at creating fair compensation practices and promoting transparency.

New Performance Review Process:

One key element of our strategy involves the introduction of a new performance review process promoting a high-performance culture. This revamped approach ensures that evaluations are conducted fairly, objectively, and with a keen focus on equal opportunities for all employees. As part of this process, we are incorporating a more structured salary review system. This will enable us to thoroughly examine compensation across the company, identify any existing gaps, and take proactive steps to rectify disparities.

Salary Banding Structure for Transparency:

We have implemented a salary banding structure that provides clear and well-defined salary ranges for different roles within the company. The goal is to enhance transparency in our compensation practices, eliminating ambiguity and ensuring consistency. By adhering to salary bands, we aim to mitigate unintentional biases and create a more equitable environment for all employees.

Ongoing Commitment to Progress:

Achieving gender pay equity is an ongoing journey, and our commitment extends beyond these initial measures. We will continue to review and refine our processes to ensure they align with our goals of fairness and equal opportunity. Regular assessments and adjustments will be made to address challenges and further improve our approach to closing the gender pay gap. Systal is committed to creating an environment where every team member is compensated fairly, and where opportunities for growth and success are truly equal.

Implementing diversity and inclusion initiatives is instrumental in narrowing the gender pay gap by fostering an environment that values and supports the contributions of all individuals, irrespective of gender. These initiatives work towards dismantling systemic biases and promoting equal opportunities for career advancement. By embracing diverse perspectives, Systal can benefit from a broader range of ideas and innovations, innovation being one of Systal's company values. Creating an inclusive workplace culture also encourages mentorship and sponsorship programs, providing women with equal access to career development opportunities. Ultimately, diversity and inclusion initiatives not only address gender disparities in pay but contribute to the overall success and sustainability of organisations by leveraging the talents and skills of a diverse workforce.

Katy McCue



CHRO