



Gender Pay Gap Written Statement. Systal Technology Solutions Ltd.

Assessment of Data Analysed as at Snapshot Date (5 April 2024) and submitted to the Government Equalities Office.

Systal Technology Solutions Limited, as an employer with a workforce of 250 employees or more, is 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 is 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.

The Data

Systal's results (based on the snapshot date of 5th April 2024 and the 12 months ending on this date) are shown below:

1. Systal employed 222 males and 68 females on snapshot date of 5th April 2024.
2. The difference in mean hourly pay is + 22%, therefore females are paid 22% less than males from a mean calculation.
3. The difference in median hourly pay is + 31%, therefore females are paid 31% less than males from a median calculation.
4. The difference mean bonus pay is + 56%. Women's mean bonus pay is 56% less than men's.
5. The percentage of female employees with bonus pay is 4%.
6. The percentage of male employees with bonus pay is 18%.

Pay quartiles per gender

Band	Males	Females	What is included in the band
A	82%	18%	All employees whose standard hourly rate is within the lower quartile
B	88%	12%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	71%	29%	All employees whose standard hourly rate is more than the median but the same or less than upper quartile
D	65%	35%	All employees whose standard hourly rate is within the upper quartile

Systal Technology Solutions is committed to addressing and 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.

Improvements

Systal took proactive measures to try to address our gender pay gap after reflecting on the results of 2023. Through these proactive measures we have seen the following improvements:

- Improvement in mean pay variance, reducing from c. 27% in 2023 to 22% in 2024.
- 8% more females in the band A pay quartile. Increasing from 10% in 2023 to 18% in 2024.

There is an anomaly distorting the bonus figures in 2024. Systal completed a TUPE transfer and had a guaranteed bonus payment paid out in 2024. The demographic of the transferring employees was 36 male 5 female.

We don't foresee this discrepancy continuing in 2025 and future bonus will be directly attributed to performance.

Strategy

This strategy addresses the gender pay gap by focusing on developing and rewarding females. By providing mentorship, leadership training, high-visibility projects, and flexible work policies, it empowers females to advance their careers. Clear career pathways, transparent promotion processes, and gender diversity targets promote equal opportunities for women, while removing biases in decision-making. This approach ensures women are fairly represented in senior roles, closing the gender pay gap through systemic change and long-term cultural transformation.

Our strategy to address the gender pay gap focuses on

1. Implementing Leadership Development Programs for Women

- **Objective:** Equip women with the skills and opportunities they need to progress into senior leadership roles.
- **Actions:**
 - Offer targeted leadership training programs focused on skills needed for senior roles (e.g., executive decision-making, negotiation skills, boardroom dynamics).
 - Provide technical and managerial training that prepares women for senior technical positions and cross-functional leadership roles.
 - Ensure women are encouraged to apply for senior roles through confidence-building workshops and leadership training specifically tailored for female employees.

2. Ensuring Equal Access to High-Visibility Projects

- **Objective:** Increase women's exposure to high-profile assignments that provide leadership experience.
- **Actions:**
 - Create a system for assigning women to high-visibility projects that give them the opportunity to showcase their leadership skills.
 - Ensure women are represented on critical strategic initiatives such as product innovation, team leadership, or business transformation projects.

- Actively remove any gender bias in the allocation of high-impact roles and ensure women are not overlooked for leadership opportunities.

3. Establishing Clear Career Pathways for Women

- **Objective:** Create clear, accessible pathways for women to progress to senior leadership.
- **Actions:**
 - Work with HR to develop clear, structured career progression plans for women that include checkpoints for mentorship, training, and promotions.
 - Make sure women in all roles understand what is required for promotion to senior levels (e.g., specific skills, experience, leadership capabilities).
 - Develop and communicate succession planning that includes women in future leadership roles, ensuring they are actively considered for promotion.

4. Providing Flexible Work Arrangements to Retain Talent

- **Objective:** Ensure that women, especially those with caregiving responsibilities, have the flexibility to thrive professionally and personally.
- **Actions:**
 - Offer flexible working hours, remote working options, and part-time senior roles to accommodate work-life balance, particularly for women with caregiving responsibilities.
 - Implement job-sharing opportunities for senior roles so that women can take on leadership responsibilities without compromising family commitments.
 - Encourage men to take shared parental leave to reduce the stigma around flexible working and caregiving roles, enabling both genders to thrive professionally.

5. Ensuring Transparent and Fair Promotion Processes

- **Objective:** Eliminate unconscious bias in promotion decisions and ensure women have equal opportunities to rise to senior roles.
- **Actions:**
 - Implement blind recruitment and promotion processes where gender is not a factor in decision-making, focusing on skills, performance, and potential.
 - Ensure gender-neutral criteria are used when evaluating employees for promotions and performance reviews.
 - Set clear guidelines for equal representation in leadership, ensuring that women are actively considered for senior roles and that unconscious bias is addressed.

The gender pay gap at Systal is a result of the technology sector in the UK being predominantly male. Systal is committed to collaborating with external partners, including educational institutions at all levels, to encourage more women to pursue careers in STEM. Internally, the company focuses on targeted leadership training, flexible working policies, and transparent career progression to empower women within the organisation. This strategy ensures they have the resources, opportunities, and support needed to advance into senior roles and receive equal pay.