

**Gender Pay Gap Written Statement. Systal Technology Solutions Ltd.**

*Assessment of Data Analysed as at Snapshot Date (5 April 2025) and submitted to the Government Equalities Office.* Systal as an employer with a workforce of 344 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.

Workforce Profile

**The Data**

Systal’s results (based on the snapshot date of 5th April 2025 and the 12 months ending on this date) are shown below:

1. Systal employed 273 males and 71 females on snapshot date of 5th April 2025.
2. The difference in mean hourly pay is + 16.50%. Women’s mean hourly pay is 16.50% lower than men’s.
3. The difference in median hourly pay is + 10.00%. Women’s median hourly pay is 10.00% lower than men’s.
4. The difference in mean bonus pay is + 20.40%. Women’s mean bonus pay is 20.40% lower than men’s.
5. The percentage of female employees with bonus pay is 25.40%.
6. The percentage of male employees with bonus pay is 34.40%.

**Pay quartiles per gender**

Band	Males	Females	What is included in the band
A	64%	36%	All employees whose standard hourly rate is within the lower quartile
B	74%	26%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	82%	18%	All employees whose standard hourly rate is more than the median but the same or less than upper quartile
D	88%	12%	All employees whose standard hourly rate is within the upper quartile

Several factors contribute to the gender pay gap at Systal. The technology and IT services sector has historically experienced lower levels of female representation, particularly in technical and senior leadership roles. Within the organisation, male employees currently represent a larger proportion of senior and specialist positions, which typically attract higher levels of remuneration and are more likely to be eligible for bonus schemes. In addition, certain roles that participate in bonus schemes are currently more heavily represented by male employees. As Systal continues to grow, maintaining a balanced and diverse recruitment pipeline remains an important focus to help improve gender representation across all levels of the organisation.

**Actions and Commitments**

Systal Technology Solutions Ltd, Rowan House, 1 Robroyston Oval, Nova Business Park  
Glasgow G33 1AP  
**Registered in Scotland No SC345442**

This year's Gender Pay Gap report shows continued improvement compared with previous years. However, the results also highlight that a gender pay gap remains within Systal's UK workforce. As with many organisations operating within the technology sector, this gap is primarily influenced by the distribution of men and women across different roles and levels within the organisation, particularly within technical and senior positions.

As a global organisation, Systal recognises that gender representation and pay outcomes vary across regions. In some countries where Systal operates, such as Slovakia, there is currently no gender pay gap. This demonstrates that balanced representation across roles and levels is achievable. Systal will continue to learn from these markets and apply insights across the wider organisation whilst addressing the specific challenges within the UK technology talent pipeline.

In the UK, Systal is committed to supporting long-term change by helping to strengthen pathways into technology careers. The company actively works with schools, colleges and universities to promote opportunities within the technology sector and encourage a more diverse pipeline of future talent. Through outreach activities, early careers engagement and collaboration with educational institutions, Systal aims to increase awareness of technology careers and support greater participation from underrepresented groups, including women.

Alongside these external initiatives, Systal continues to focus on internal actions to improve representation and progression across the organisation. Key areas of focus include:

- **Inclusive recruitment practices** – continuing to review job descriptions, hiring processes and candidate pipelines to encourage diverse applicants and reduce potential bias in recruitment.
- **Early careers and talent pipeline development** – strengthening relationships with UK schools, colleges and universities to promote careers in technology and support entry routes such as internships, placements and graduate opportunities.
- **Career development and progression** – investing in leadership development and internal progression opportunities, including participation in Systal's Top Talent programmes, to support employees in advancing their careers.
- **Inclusive workplace policies** – maintaining policies and practices that support flexible working, parental support and work-life balance, helping employees to develop their careers whilst managing personal commitments.
- **Monitoring and transparency** – continuing to review gender representation and pay distribution across roles and levels, with progress assessed annually through the Gender Pay Gap reporting process.

Systal recognises that improving gender representation across the UK technology workforce will take time and requires sustained effort across both the education pipeline and the workplace. The company remains committed to making meaningful progress through continued collaboration with educational partners, inclusive recruitment practices and strong internal development opportunities.

## Conclusion

The Gender Pay Gap results for 2025 show that the difference in average earnings between men and women in Systal's UK workforce is primarily driven by the distribution of employees across roles and levels within the organisation.

Whilst this reflects wider trends across the technology sector, Systal remains committed to addressing this imbalance. Through continued investment in early careers pathways, partnerships with schools, colleges and universities, and initiatives that support career development and progression, the company aims to strengthen representation across all levels of the organisation.

Systal remains committed to building a more balanced workforce in the UK and ensuring equal opportunities for all employees as part of its wider commitment to diversity, equity and inclusion.