



GENDER PAY GAP REPORTING (April 2024)

Gender pay gap figures look at all the people employed in an organisation on the snapshot date (in this case 5th April 2024) and compares the pay of all women to all men using a prescribed methodology from the UK government.

- The gender pay gap looks at the following areas:
 - Percentage of men and women in each hourly pay quartile
 - Mean (average) gender pay gap for hourly pay
 - Median gender pay gap for hourly pay
 - Percentage of men and women receiving bonus pay
 - Mean (average) gender pay gap for bonus pay
 - Median gender pay gap for bonus pay.
 - Hourly Pay includes - Basic Pay, Allowances, Shift pay, Piecework & Leave pay.
- Bonus Pay includes – Incentive, Commission, Performance, Profit Share & Lond Service.
- Excluded Pay includes – Overtime, Pension, Redundancy, BIK, Termination Payments etc.

Summary of Gender Pay Gap Report for Elekta Ltd (April 2024)

The report highlights a gender pay gap in hourly wages and an uneven distribution of men and women across pay quartiles.

- **Pay Distribution:** Women are underrepresented in higher pay quartiles, making up only **25.1%** of the upper quartile and **24.8%** of the upper middle quartile. Conversely, they are more represented in lower pay quartiles (**35.4% in the lowest quartile**).
 - **Hourly Pay Gap:** The **mean gender pay gap** is **5.5%**, and the **median gap** is **6.8%**, indicating that on average, men earn more per hour than women.
 - **Bonus Pay:** The percentage of men and women receiving bonuses is relatively close (**63.4% men vs. 61.3% women**). However, the **mean bonus gap (-4.5%)** suggests that, on average, women receive slightly higher bonuses than men, while the **median bonus gap (4.3%)** indicates that at the midpoint, men still receive higher bonuses than women.
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Action Plan to Address Gender Pay Gap

1. Increase Female Representation in Higher Pay Quartiles:

- Conduct an internal review of promotion and recruitment practices to ensure equal opportunities.
- Implement targeted leadership programs for women to support career advancement.
- Encourage mentorship and sponsorship initiatives for women in senior roles.

2. Address Pay Disparities:

- Conduct a detailed pay audit to identify specific areas where pay discrepancies exist.
- Develop transparent salary bands and review compensation policies to ensure pay equity.

3. Enhance Workplace Flexibility & Support:

- Expand flexible working options to support career progression for women.
- Promote shared parental leave policies to balance caregiving responsibilities.
- Encourage return-to-work programs for employees returning from career breaks.

4. Ensure Equal Access to Bonus Pay:

- Review bonus structures to ensure fairness and transparency.
- Investigate any potential biases in performance evaluations that may influence bonus distribution.

5. Regular Monitoring & Reporting:

- Set gender pay gap reduction targets and track progress annually.
- Publish transparent reports with action plans and outcomes.
- Foster a culture of accountability at leadership levels.

This action plan aims to reduce the gender pay gap by improving representation, ensuring pay fairness, and fostering an inclusive workplace culture.

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