

Gender Pay Gap

2023

A Message from our People Experience Director – Harini Sridhar

Qualitest is committed to promoting Equality and Diversity in the workplace. As part of this commitment, we are publishing our Gender Pay gap report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap is the difference between the average earnings of men and women in our organisation, expressed as a percentage of men's earnings. This is not the same as unequal pay, which is paying men and women different amounts for doing the same or similar work.

We have calculated our gender pay gap based on the hourly rate of pay, including bonuses, of all employees as at the snapshot date of 5th April 2023, using the standard methodology set out in the regulations.

As part of this report, we have reported the following:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- % of Men & Women in the 4 earning quartiles
- % of Men & Women receiving bonuses

We are proud to announce that our gender pay gap report for this year reflects significant progress, with a notable reduction in the disparity between men and women's earnings. This achievement reflects our ongoing efforts to promote gender equality in the workplace and reiterates our commitment to creating an environment where all employees have equal opportunities for advancement and recognition, irrespective of gender.

We are committed to continuing to reduce our gender pay gap and creating a fair and inclusive workplace for all employees. We have a range of initiatives to support gender equality outlined in our efforts to close the gender pay gap as part of this report and we will continue to evolve our initiatives to support the equality within our organisation.

Signed,

Harini Sridhar

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Director, People Experience



Harini Sridhar

Director, People
Experience
Qualitest

What is gender pay gap reporting?

All UK companies with 250 or more employees are required by law to produce an annual gender pay gap report. This requirement is set out under the Equality Act 2010 (Gender Pay Gap Information) Regulations, with a snapshot of data being taken on 5 April each year. The aim of this requirement is to eliminate gender pay gaps across all organisations in the UK. The information required to be published is as follows:

- Mean and median gender pay gap
- Proportion of Men and Women by quartile
- Mean and median gender bonus gap
- Proportion of Men and Women receiving a bonus.

What is the difference between equal pay and gender pay?

It's important to state that the gender pay gap differs from equal pay:

- Equal pay looks at the pay difference between men and women who carry out the same role or work “of equal value”. It's unlawful to pay people different amounts because they are a man or a woman.
- The gender pay gap shows the differences in the average pay between men and women, no matter what their role or seniority is.

Gender Pay Gap

Gender Split

Men = 73% (345)

Women = 27% (129)

Pay Gap 2022/23

Mean pay gap = 8.58%

Vs last year = a **reduction** of 5.21%

Median pay gap = 9.08%

Vs last year = a **reduction** of 4.29%

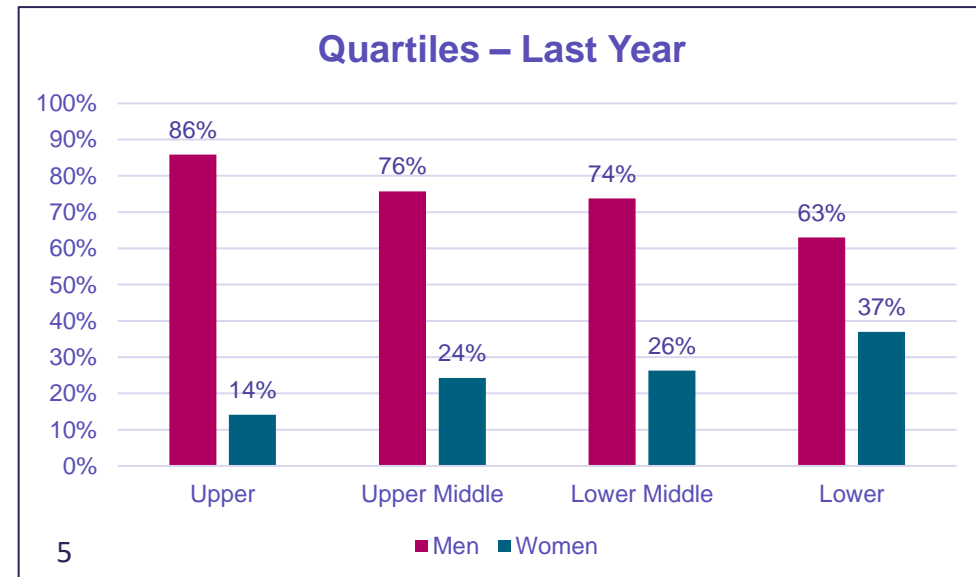
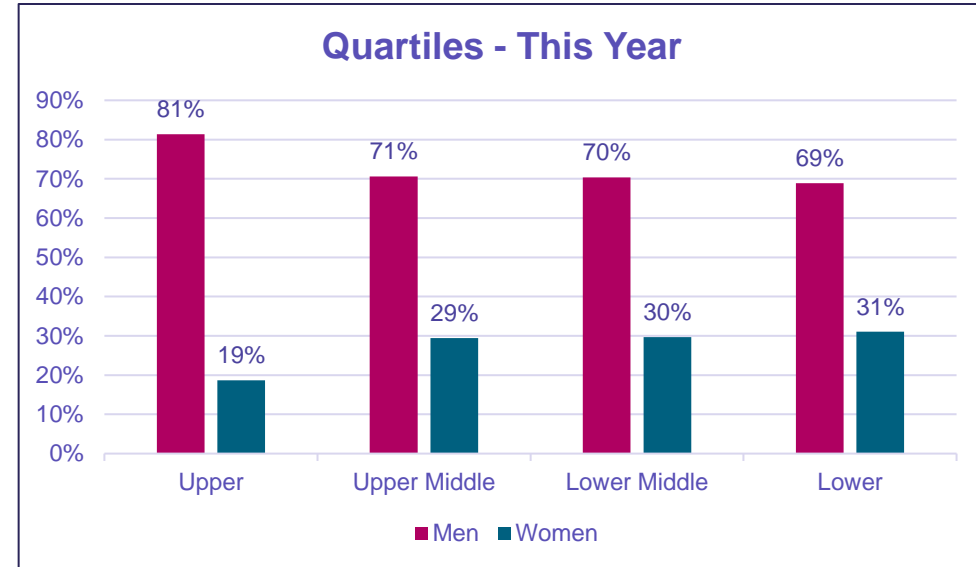
Bonus Gap 2022/23

Mean bonus gap = **-13.76%**

Median bonus gap = 44.47%

% of Men receiving bonus = 16.45%

% of Women receiving bonus = 15.33%



Pay gap commentary

- Qualitest's pay approach supports the fair treatment and reward of all staff irrespective of gender or any other protected characteristic.
- Qualitest remains committed to reducing the Gender Pay Gap and supporting all colleagues to reach their full potential.
- A reduction in the Gender pay gap two years in a row, this year by 5.21% (13.79% - 2022, 15.11% - 2021).
- Average hourly rate for women has increased by 3.29% vs last year and reduced for men by 2.59%.
- Median salary has increased for women by 3.08% vs last year and reduced for men by 1.78%.
- An increase in both upper quartiles with the upper & upper middle increasing by 5% for women with hourly rate increasing by 2.16% on average.
- Bonuses continue to be on average higher for women at Qualitest. Bonuses currently on average 13.76% higher for women. An increase of 5.67% vs last year.
- Recipients of bonuses are still very closely aligned for men vs women, with the difference between recipients of bonuses in each gender being 1.12% this year, a slight increase vs last year's 0.79% difference.

Qualitest's Efforts To Close The Gender Pay Gap

- We continue to ensure we have a diverse and inclusive workforce; our Talent Acquisition team ensure role profiles and descriptions are gender neutral to avoid unconscious bias and inclusivity. As an organization we actively promote family-friendly working practices and policies to recruit, develop and retain Women at Qualitest, such as Flexible Working practices, Maternity and shared parental leave, Generous benefit provisions extended to family members as standard, including Private Healthcare.
- Our standardised internal and external interviewing processes and skill-based testing to ensure the right person is hired for the role, regardless of gender.
- Following the launch our internal 'QCraft' learning and development platform last year. we have continued to enhance our development offering to include dedicated management training opportunities for all, leadership development & mentorship programmes.
- Versus last year, we have increased our headcount of women by 28% vs men by 17% (total headcount increase of 19%).
- We have introduced compensation grids and pay bandings for transparency on pay and reward processes.
- We continue to grow our Women @ Qualitest committee, headed up by our VP of People Experience.