

QUALITEST®

Gender Pay Gap Report

2024



A Message from our VP, People & Talent – 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 pleased with our continued progress over the past 3 years 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

Harini Sridhar
Associate Vice President, People Experience



Harini Sridhar

Vice President, People & Talent
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.

Mean & median in gender pay gap reporting

- In gender pay reporting, we use both the **mean** and **median** to provide a balanced view of pay differences:
- **Mean (Average Pay):** Total pay divided by the number of employees. This can be skewed by very high or very low salaries.
- **Median (Middle Value):** The midpoint of all salaries when arranged in order. This gives a clearer picture of typical pay, reducing the impact of extreme values.
- Using both ensures transparency, highlighting structural pay gaps and outliers. The **median is often a better measure** of overall fairness, while the **mean helps identify disparities influenced by high earners.**



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% (304)

Women = 27% (114)

Pay Gap 2023/24

Mean pay gap = 9.56%

Vs last year = a **small increase** of 0.98% (LY – 8.58%)

Median pay gap = 7.10%

Vs last year = a **reduction** of 1.98%

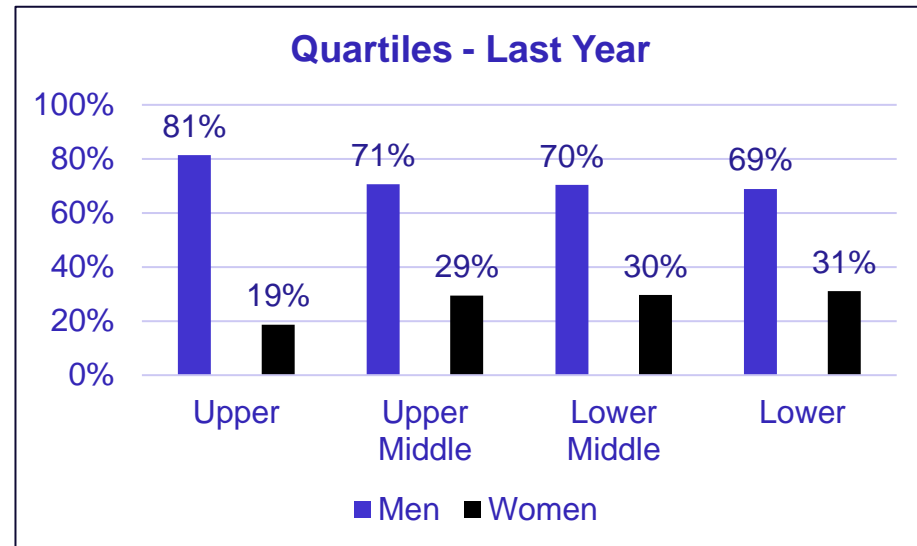
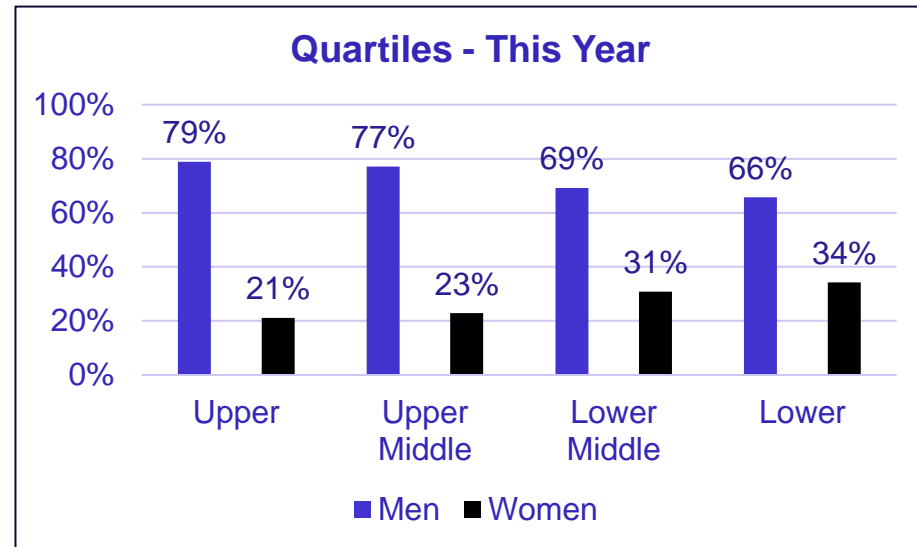
Bonus Gap 2023/24

Mean bonus gap = -73.16%

Median bonus gap = 13.14%

% of Men receiving bonus = 11.83%

% of Women receiving bonus = 11.19%



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.
- Following a **reduction in the Gender pay gap two years in a row**, last year by 5.21% (13.79% - 2022, 15.11% - 2021), **we have seen a small increase by 0.98% to 9.56%**
- **Average hourly rate for both men and women has increased this year** with men increasing by 6.17% and women by 5.04%
- Median salary has **increased for women by 8.32%** vs last year ahead of men who increased by 6.01%.
- Median pay gap saw a **reduction this year by 1.98%**, bringing women's median salary closer to men's.
- An **increase in the women's upper quartile by 2.5%** has contributed to the hourly rate increasing by 5.04% on average. A contributing factor to the gap getting marginally bigger vs LY, is a 7% reduction in upper middle quartile and 3% increase in the lower quartile
- **Bonuses continue to be on average higher for women at Qualitest.** Bonuses currently on average 73.16% higher for women. An increase of 59.40% 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 0.64% this year, a **reduction vs last year of 1.12%**

Qualitest's Efforts To Close The Gender Pay Gap

- We continue to grow our Women @ Qualitest committee, headed up by our VP of People Experience.
- We have focused on hiring women in senior leadership roles and this is having a positive effect following our latest snapshot date.
- At Qualitest, we have a pay for performance philosophy, but at the point of pay reviews and managing performance we review key metrics, which include assessing gender pay gap as part of our process.
- We have introduced compensation grids and pay bandings for transparency on pay and reward processes.
- Our standardised internal and external interviewing processes and skill-based testing to ensure the right person is hired for the role, regardless of gender.

- 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 organisation we actively promote family-friendly working practices and policies to recruit, develop and retain Women at Qualitest, such as Flexible Working practices, Enhanced Maternity Pay and Shared Parental Leave, Generous benefit provisions extended to family members as standard, including Private Healthcare.
- 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.

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Thank You

