

QUALITEST®

# Gender Pay Gap Report

2025-26



# A message from our Chief People Officer – Anna Garnham

Qualitest is committed to promoting equality, diversity and inclusion across our organisation. In line with this commitment, we publish our Gender Pay Gap Report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap measures the difference between the average earnings of men and women across an organisation, expressed as a percentage of men's earnings. This is distinct from equal pay, which relates to men and women being paid the same for performing the same or equivalent roles.

Our gender pay gap has been calculated using the standard methodology set out in the regulations, based on the hourly rate of pay (including bonuses) of all employees employed on the snapshot date of **5<sup>th</sup> April 2025**.

As part of this report, we have published:

- Mean and median gender pay gap figures.
- Mean and median bonus gender pay gap figures.
- The proportion of men and women across each pay quartile.
- The proportion of men and women receiving a bonus.

Since publishing our reports, we have made continued progress in reducing the disparity between men's and women's earnings. While we recognise that year-on-year movement can be influenced by workforce composition and timing, this progress reflects the steps we have taken to strengthen fair pay practices, promote inclusive recruitment and progression, and increase female representation at senior levels.

We recognise that there is more to do. We remain committed to further reducing our gender pay gap by building on our existing initiatives and introducing targeted actions to support long-term, sustainable change. The actions we are continuing to take, alongside our plans for the future, are outlined within this report as part of our ongoing commitment to creating a fair, inclusive and equitable workplace for all employees.

Signed,

*Anna Garnham*

Anna Garnham  
Chief People Officer



Anna Garnham

Chief People Officer  
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 = 70% (266)

Women = 30% (114) +3% v LY

## Pay Gap 2024/25

Mean pay gap = 9.50%

Vs last year = a **decrease** of 0.06% (LY – **9.56%**)

Median pay gap = 12.22%

Vs last year = an **increase** of 5.12%

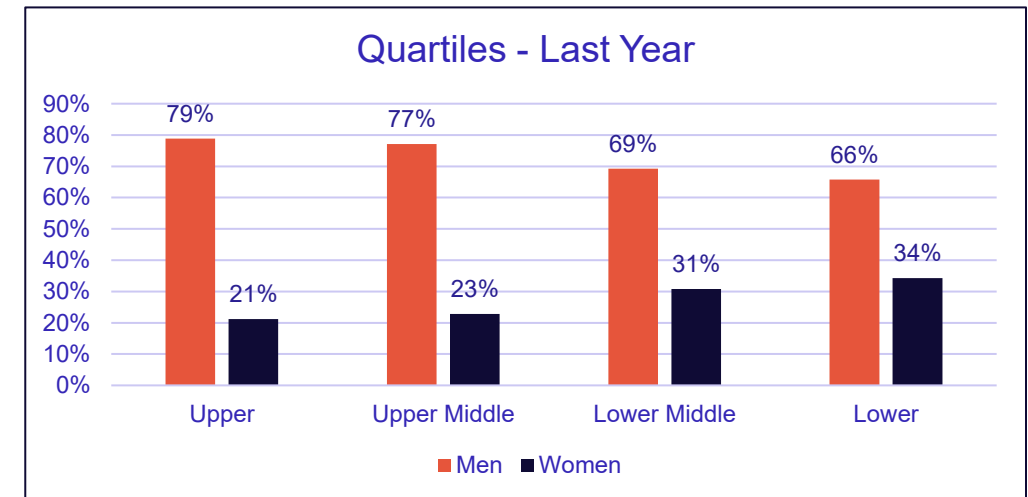
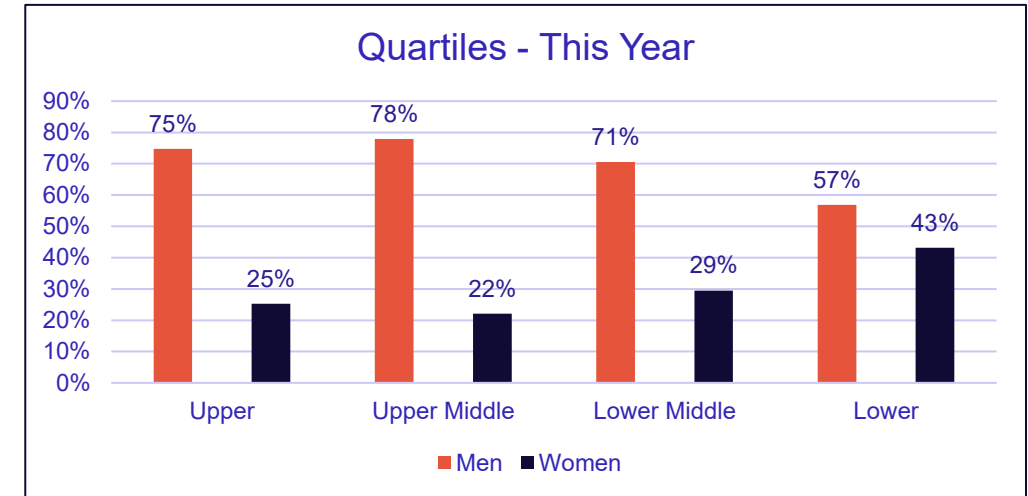
## Bonus Gap 2024/25

Mean bonus gap = -17.53% (in favour of Women)

Median bonus gap = 16.74%

% of Men receiving bonus = 12.72%

% of Women receiving bonus = 12.50%



# 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.
- Last year we saw a slight increase of 0.98%, this year we have **reduced by 0.06%**. We have demonstrated a significant reduction since reporting, **reducing the gap by 37%**, (8.6% - 2023, 13.79% - 2022, 15.11% - 2021),
- **Average hourly rate for both men and women has increased this year** with men increasing by 6.25% and women by 6.32%, demonstrating parity in our approach to pay reviews.
- Median pay gap saw an increase **this year to 12.22%**, this could be due to an increase in women in the lower quartile, reflective of women joining Qualitest in entry level positions.
- An **increase in the women's upper quartile by 4%**, demonstrates our increase of women in leadership positions and this has contributed to the hourly rate increasing by **6.32%** on average, slightly ahead of men.
- **Bonuses continue to be on average higher for women at Qualitest.** Bonuses currently on average 17.53% higher for women. This is a reduction on last year representing our work on pay parity.
- Recipients of bonuses saw a slight increase overall, with a **1.31% increase** for women and **0.88% increase** for men.

# Qualitest's efforts to close the gender pay gap



## What we are continuing to do

- Grow and support the *Women @ Qualitest* committee, sponsored by the leadership team.
- Maintain focus on attracting and developing women into senior leadership roles.
- Review gender pay outcomes as part of pay and performance review processes.
- Embed compensation grids and pay bandings to improve pay transparency.
- Apply standardised, skills-based recruitment and gender-neutral role design.
- Promote flexible and family-friendly working practices and benefits.
- Expand learning, leadership and mentorship opportunities via our learning platform: *QCraft*.

## What we plan to work on going forward

- Deepen analysis of gender pay gap data by level, role and function.
- Strengthen internal progression and promotion pathways, including a best-in-class L&D offering.
- Embed inclusive leadership and pay equity awareness in management practice.
- Build long-term talent pipelines, including early-career and returner routes.
- Track progress annually and refine actions based on data and feedback.

QUALITEST®

**Thank You**

