

Gender Pay Gap

2022

A Message from our CPTO – Einav Lavi



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 organization, 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 2022, 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 committed to reducing our gender pay gap and creating a fair and inclusive workplace for all employees. We have implemented a range of initiatives to support gender equality outlined in our efforts to close the gender pay gap as part of this report. We will continue to monitor our gender pay gap and take action to address any disparities.

Signed,

Einav Lavi

Einav Lavi
Chief People & Talent Officer



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Chief People & Talent
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.

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 = 75% (296)

Women = 25% (101)

Globally 39% of our workforce are women. Although better percentage of women in the UK vs 2021, still an area for improvement.

Pay Gap 2021/22

Mean pay gap = 13.79%

Median pay gap = 13.37%

Bonus Gap 2021/22

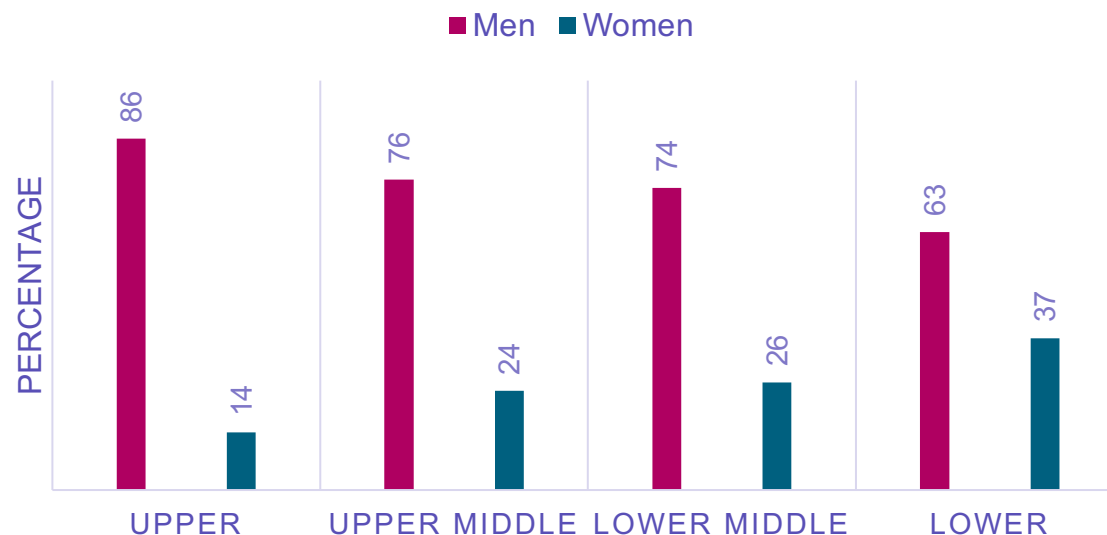
Mean bonus gap = -8.09%

Median bonus gap = -219.52%

% of Men receiving bonus = 22.07%

% of Women receiving bonus = 21.28%

QUARTILES



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 by 1.32% (13.79% TY vs 15.11% LY)
- Average hourly rate for women has increased by 10.2% vs LY and men by 9%
- Median salary has increased by 15% vs LY and men by 9% vs LY
- An increase of 7% in Women earning salaries in the Upper Middle Salary Quartile: £28.98 (TY) vs £26.31 (LY), equating to a 9.2% increase YOY.
- Bonuses continue to be on average higher for women at Qualitest. Bonuses currently on average 8.09% higher for women. Both the Average and Median Bonus pay data is more for Women than Men.
- Recipients of bonuses are very closely aligned for Men vs Women, with the difference between recipients of bonuses in each gender being 0.79%

Qualitest's Efforts To Close The Gender Pay Gap

- EDI monitoring to ensure where we're missing opportunities to attract a diverse workforce to increase representation at all levels.
- To deliver the People and Talent Vision and ensure we have a diverse and inclusive workforce our Talent Attraction teams 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
- Ensure role profiles and descriptions are gender neutral to avoid unconscious bias and ensuring our roles are inclusive to all.
- Standardised internal and external interviewing processes and skill-based testing to ensure the right person is hired for the role, regardless of gender.
- Develop compensation grids and pay bandings for transparency on pay and reward processes.
- Growing our Women @ Qualitest committee, headed up by our CHRO.
- Launching our internal 'QCraft' learning and development platform to support growth and development for all, regardless of Gender.
- Development and study programmes