



Statement in compliance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Smart Systems Ltd

The company hereby publishes the Gender Pay Gap Information as required under the legislation for 2022.

Average Pay gaps

The mean pay gap as a percentage of the mean male pay is 12.5%, the median pay gap as a percentage of the median male pay is 5.4%. The mean bonus pay gap as a percentage of the mean male bonus pay is 67.6% and the median bonus pay gap as a percentage of median male bonus pay is 100.0%.

Proportions of male / females receiving a bonus

The proportion of male employees receiving a bonus was 81.1% and the proportion of female employees receiving a bonus was 40.9%.

Quartiles of male / female employees

The Upper quartile was 13.4% female and 86.6% male; The Upper Middle Quartile was 11.3% female and 88.7% male; The Lower Middle Quartile was 24.7% female and 75.3% male; The Lower Quartile was 18.4% female and 81.6% male.

Mark West
Director
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