



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

The company hereby publishes the Gender Pay Gap Information as required under the legislation for 2023.

Average Pay gaps

The mean pay gap as a percentage of the mean male pay is 14.0%, the median pay gap as a percentage of the median male pay is 4.9%. The mean bonus pay gap as a percentage of the mean male bonus pay is 64.6% 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 82.0% and the proportion of female employees receiving a bonus was 49.3%.

Quartiles of male / female employees

The Upper quartile was 9.8% female and 90.2% male; The Upper Middle Quartile was 19.4% female and 80.6% male; The Lower Middle Quartile was 19.6% female and 80.4% male; The Lower Quartile was 20.6% female and 79.4% male.

Mark West
Director
Smart Systems Limited