

## **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 2025.

### **Average Pay gaps**

The mean pay gap as a percentage of the mean male pay is 14.8%, the median pay gap as a percentage of the median male pay is 8.2%. The mean bonus pay gap as a percentage of the mean male bonus pay is 92.3% and the median bonus pay gap as a percentage of median male bonus pay is 32.5%.

### **Proportions of male / females receiving a bonus**

The proportion of male employees receiving a bonus was 3.1% and the proportion of female employees receiving a bonus was 1.1%.

### **Quartiles of male / female employees**

The Upper quartile was 11.7% female and 88.3% male; The Upper Middle Quartile was 12.6% female and 87.4% male; The Lower Middle Quartile was 30.4% female and 69.6% male; The Lower Quartile was 32.0% female and 68.0% male.

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