

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.

Mark West
Director
Smart Systems Limited