

# Gender Pay Gap Report 2018

The information below shows our “Gender Pay Gap”. This is simply a snapshot of the difference between the average hourly pay levels of all women compared to all men, regardless of their number, role or seniority. This is in line with the legal reporting requirements and it is not a comparison between individuals doing the same or similar work of equal value. **It is therefore important to note that Gender Pay Gap is not about Equal Pay for Men and Women doing the same or similar jobs.**

The Gender Pay Gap Regulations require us to report the figures for legal entities with more than 250 employees – in our case, Radius Systems Limited only. However, we have chosen to publish the Mean and Median Gender Pay Gap figures for the Radius Group in addition to Radius Systems Limited. We believe it would be artificial simply to consider

only one Group Company and to disregard the others. At Radius Systems Limited we believe in providing equality and diversity amongst our workforce. As such, we welcome the opportunity to publish the information required under the Gender Pay Gap Regulations.

## Mean Gender Pay Gap

## Median Gender Pay Gap

## Mean Bonus Gender Pay Gap

Radius Systems 32.2%

Radius Systems 24.1%

Radius Systems 93.2%

Radius Group 23.2%

Radius Group 12.8%

## Median Bonus Gender Pay Gap

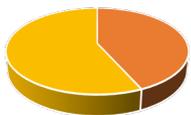
Radius Systems 60%

The figures above show the % by which women’s average pay and bonus pay is lower compared to men.

For 75% of our employees there is a negligible GPG the larger GPG exists in the upper quartile.

## % of Men and Women receiving a bonus payment

### Lower Quartile



Female Male

Women’s median pay 2.97% lower

M: 56.7%  
F: 43.3%

### Upper Middle

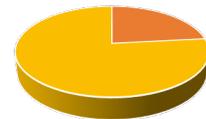


Female Male

Women’s median pay 0.07% lower

M: 85.1%  
F: 14.9%

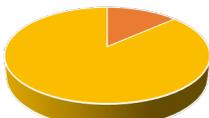
### Men Receiving Bonus



Receiving Not Receiving

Receiving: 23.3%  
Not Receiving: 76.7%

### Lower Middle



Female Male

Women’s median pay 5.9% higher

M: 86.6%  
F: 13.4%

### Upper Quartile

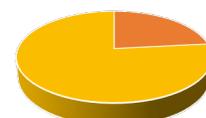


Female Male

Women’s median pay 17.15% lower

M: 87.9%  
F: 12.1%

### Women Receiving Bonus



Receiving Not Receiving

Receiving: 23.3%  
Not Receiving: 76.7%

The “Gender Pay Gap” is an average figure across the whole Organisation.

It is important to note that “Gender Pay Gap” data is fundamentally different to “Equal Pay”, which relates to the principle that men and women should earn the same for carrying out the same or equivalent work. Radius Systems Limited is confident that men and women are paid equally for doing the same jobs and jobs of equivalent value across our business.

- The pay gap is marginal in the first 3 quartiles (lower/lower middle and upper middle) and all the median quartile figures are below the national median Gender Pay Gap figure of 17.9% in 2018.
- The most significant difference in average pay at Radius Systems Limited relates to the upper quartile. This is principally because of the nature of our business, which operates in a sector which has several traditionally male dominated disciplines within it. As a consequence of this, and historic educational bias, the current generation of senior employees (in Sales, Engineering and Management) are male in the areas falling within the upper quartile. This is not unusual for the type of business that we are in and is influenced by the fact that women are historically less likely to study relevant qualifications, such as Engineering, Manufacturing and Technology. This is however beginning to change and we are committed to addressing the imbalance in this quartile.
- Nevertheless, the fact remains that currently the pool of potential candidates applying for



senior positions with us is still predominantly male dominated. This is despite our policy of seeking a diverse range of applicants for all roles.

- We are not complacent about our Gender Pay Gap challenge and actively encourage female applications to senior roles as well as enabling all employees to reach their full potential within our business. Although we recognise that it may take time, we will continue to strive to eliminate the Gender Pay Gap.
- The submission of the annual Gender Pay Gap Report will be an opportunity for us to review our performance in this regard and we will continue to monitor our Gender Pay Gap and identify and action and opportunities for improvement.

- We will focus on the areas we need to address and have already made progress in creating more opportunities for females within the workplace. For example, we have embraced a flexible working policy within our workforce and we believe this is an important step in ensuring employees have equal opportunity for career progression regardless of their personal circumstances. Furthermore, although not reflected in this year’s data, we recruited our first female into the Executive Team in 2018.

We confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'H. Foord'.

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Helen Foord  
**HR DIRECTOR**



A handwritten signature in black ink, appearing to read 'M. Stanway'.

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Mark Stanway  
**CEO**