

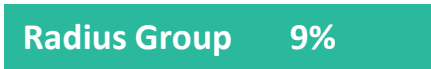


The information below shows our “**Gender Pay Gap**”. This is simply a snapshot of the difference between the average hourly pay levels of all women compared to all men, regardless of their number, role or seniority. This is in line with the legal reporting requirements and it is not a comparison between 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



Median Bonus Gender Pay Gap



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

(*) The Median value for men’s and women’s bonuses is equal.

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In all 4 quartiles, women’s median pay is higher than men’s or there is no gender pay gap

Lower Quartile



Female Male

Women’s median pay 1.72% higher

M: 62.79 %
F: 37.21%

Upper Middle

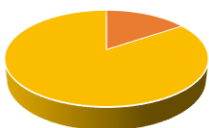


Female Male

Women’s median pay 1.1% higher

M: 87.21 %
F: 12.79 %

Lower Middle

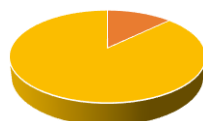


Female Male

Women’s median pay is equal to men’s median pay

M: 81.40 %
F: 18.60 %

Upper Quartile



Female Male

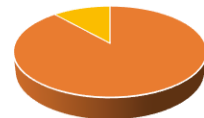
Women’s median pay 6.5% higher

M: 84.88 %
F: 15.12%

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% of Men and Women receiving a bonus payment

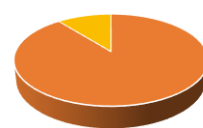
Men Receiving Bonus



Receiving Not Receiving

Receiving: 94.55%
Not Receiving: 5.45 %

Women Receiving Bonus



Receiving Not Receiving

Receiving: 98.61 %
Not Receiving: 1.39 %

Gender Pay Gap Report 2024



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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.

- Although our median gender pay gap figure is 18.4% overall, women’s median pay is higher or the same in all 4 quartiles and are all significantly below the national median Gender Pay Gap figure of 13.1% in 2024.
- Due to the nature of our business, which operates in a sector which has several traditionally male dominated disciplines within it 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.
- Nevertheless, the fact remains that currently the pool of potential candidates applying for senior positions with us is still predominately male dominated. Despite this, it is our policy to seek a diverse range of applicants for all roles and to recruit females to senior jobs when they are the most suitable candidates for the positions.



- Another factor which can influence gender pay gap is region and according to the House of Commons Library in December 2022, the East Midlands is one area of the country where the gender pay gap is the highest.
- According to an article in the House of Commons library the size of the gender pay gap depends on several factors including age. It states a substantial gap emerges among full-time employees aged 40 and over. This links to parenthood – the gap between male and female hourly earnings grows gradually but steadily in the years after parents have their first child. Approximately 70% of our employees are in this age bracket.
- 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.

believe this is an important step in ensuring employees have equal opportunity for career progression regardless of their personal circumstances. In this regard, more than 3 quarters of the flexible working requests made in the last 12 months have been granted.

- 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 confirm the data reported is accurate

Helen Foord
HR DIRECTOR

Mark Stanway
CEO



- 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

