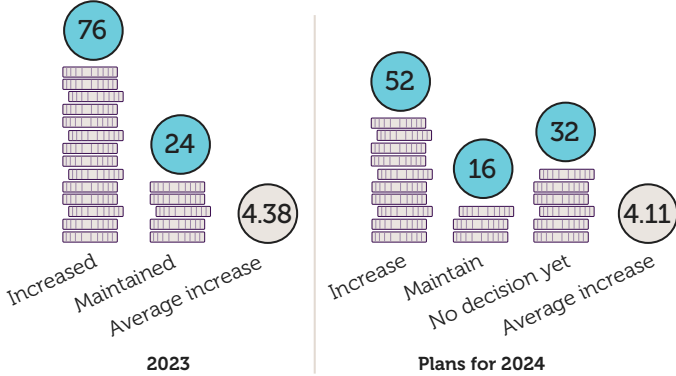


## PAY AND BENEFITS

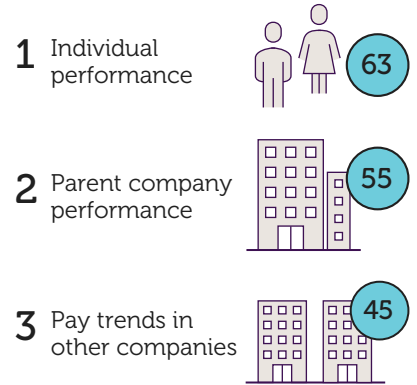
### Treatment of basic pay rates (%)



### Planning bonus payments (%)



### What determines pay increases (%)

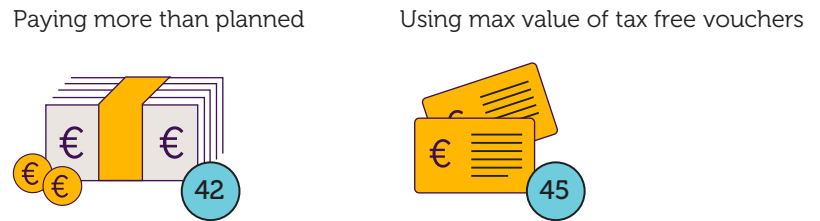


## PAY POLICY

### Top drivers of pay policy 2024



### Response to pay pressures (%)



## BENEFITS

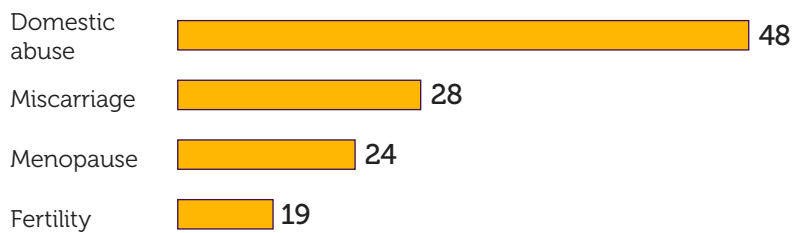
### Benefits on offer by more than 50% of respondents

- + Pension contribution
- + Sick-leave top-up
- + Tax-free vouchers
- + Top-up to maternity
- + Additional annual leave
- + Top-up to paternity benefit
- + On-site facilities (canteen, gym, etc.)

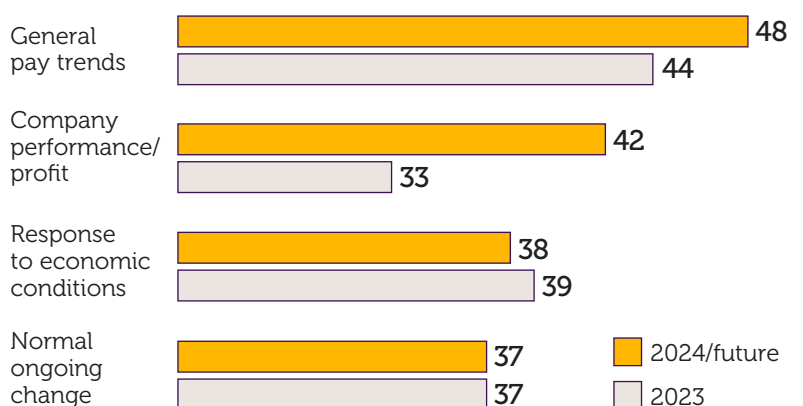
### 25% plan to increase non-pay benefits in 2024



### Progressive policies put in place (%)

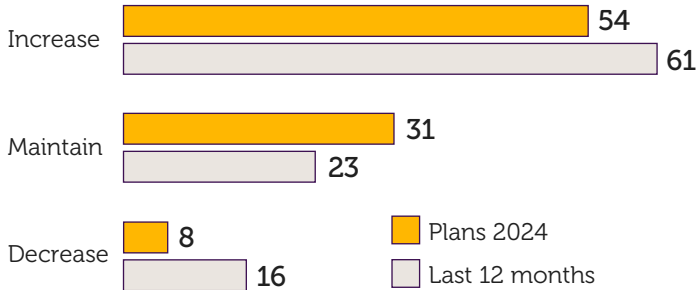


### Factors influencing pay increase (%)



## HR PRACTICES

### Employee numbers (%)



### Where is the housing crisis impacting?



- 1 Pressure on pay and benefits
- 2 Demand for hybrid/remote working
- 3 Attracting top talent

### Top issues to address in the next 12 months

- Reinvest in company culture
- Key personnel demanding remote work
- Resistance to returning to office
- Redesign of office space



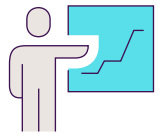
### Changes since first gender pay gap report (%)

- 58 More focus on inclusive culture
- 45 Job descriptions and recruitment practices
- 34 Increased development
- 34 Action plan roll-out



### Retirement practices (%)

- 60 Retirement planning support/training
- 26 Strategies to deal with ageing workforce
- 24 Training for older workers



## LEGISLATION

### Impact of new legislation (%)



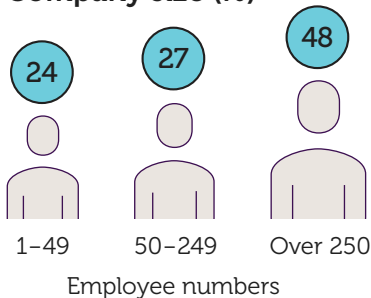
### Impact of EU Pay Directive (%)



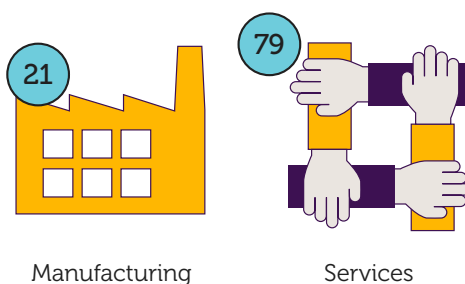
- 57 Putting pay into job ads
- 54 Requests for pay of those doing same work
- 46 Joint pay assessment with gender pay gap  $\pm 5\%$
- 46 Owning burden of proof in equal pay claims
- 42 Not asking candidates for pay history

## PROFILE

### Company size (%)



### Sector (%)



### Engage with a trade union (%)

