

**Rapiscan®**

Rapiscan  
systems

RAPISCAN  
RTT

[www.rapiscansystems.com/rtt](http://www.rapiscansystems.com/rtt)

# GENDER PAY GAP REPORT

# RAPISCAN SYSTEMS GENDER PAY GAP

## 2025/26 REPORTING YEAR

### **RAPISCAN® SYSTEMS LIMITED - A SECURITY SCREENING LEADER**

Rapiscan Systems Limited, part of the OSI Systems group, is a global leader in security screening solutions, supporting governments, law enforcement, military organisations, and commercial customers in addressing threats such as terrorism, smuggling, and illegal trade. Our technologies combine advanced inspection methods and threat detection algorithms across a wide range of applications, including baggage, cargo, vehicle, and people screening, as well as radiation and trace detection.

Rapiscan Systems Limited is committed to equal pay and is an Equal Opportunity Employer. We strive to foster an inclusive and respectful working environment in which all employees feel valued and supported. We are dedicated to maintaining a workplace free from harassment and discrimination across all employment activities, including recruitment, development, and promotion.

**We are committed to creating a workforce that is representative of all sections of society and to attracting, retaining, and rewarding talented individuals who make a meaningful contribution through sustained performance and dedication.**

Rapiscan Systems Limited has two primary locations in the UK; Stoke-on-Trent and Salfords with a number of home based and field-based employees. Our employees work across a broad range of roles, predominantly across the, Engineering, Manufacturing, Field Service, & Technology professions.

### **GENDER PAY GAP**

In line with UK Government requirements, we have undertaken a Gender Pay Gap analysis using the snapshot date of 5 April 2025 for our UK workforce. The gender pay gap represents the difference in average hourly earnings between men and women, expressed as a percentage of male earnings, and is reported on both a mean and median basis.

Here are the results of our analysis:

**24.1%** Mean Pay Gap (%)

**24.1%** Median Pay Gap (%)

Whilst the median pay gap has remained fairly static, the mean pay gap has slightly widened from last year. This can be attributed to more females in the lower and mid upper quartiles.

## HEADCOUNT AND GROWTH

As of April 5, 2025, Rapiscan's UK operations, encompassing both the Cargo and Detection divisions, employed a total of 459 individuals, an increase of 42 heads on the prior year. This workforce is composed of 367 men and 92 women. This represents a growth of 9.6% males and a notable increase of 12.2% females. This demonstrates that representation is increasing.

## QUARTILE DISTRIBUTION

We continue to promote gender diversity in a fiercely male dominated industry and this is evident in the distribution of our workforce across different quartiles:

- **Women:** Lower quartile: Increased by 9.6%, Mid lower quartile: Decreased by 5.8%, Mid upper quartile: Increased by 6.8%, Upper quartile: Decreased by 8.8%
- **Men:** Lower quartile: Decreased by 4.8%, Mid lower quartile: Increased by 1.7, Mid upper quartile: Decreased by 0.8%, Upper quartile: Increased by 1.1%.

Encouragingly, our latest analysis shows positive movement in the lower and mid-upper pay quartiles, where the proportion of women has increased year on year. This reflects the progress we are making through targeted recruitment activity, early-career attraction, and development opportunities designed to broaden participation and support progression within technical career pathways.

## BONUS PAY

Our analysis of bonus reveals that the bonus gap remains high but is moving in the right direction year-on-year. Notably:

- The proportion of women receiving a bonus payment has seen an increase of 52.3% increase year on year.
- Whilst we are making progress in recruitment, men continue to dominate sales roles, where commissions payments tend to be the highest.

## UNDERSTANDING THE GAP

The persistent pay gap in UK manufacturing is primarily attributed to structural workforce issues rather than unequal pay for the same work:

- **Seniority Imbalance:** A higher proportion of men typically occupy senior, higher-paid managerial and engineering roles.
- **Occupational Segregation:** Engineering and technical roles remain male-dominated, while women are often concentrated in lower-paid administrative positions.

Engineering and highly skilled manufacturing roles form the backbone of our business and are critical to our long-term success and sustainability. As is typical across the wider engineering and manufacturing sector, female representation within these roles remains comparatively low, which in turn limits the number of women progressing into senior technical and engineering management positions. Only 16.9% of engineering and technology workforce are women compared with 56% in other occupations, which reflects structural challenge in STEM careers rather than an issue unique to Rapiscan Systems Limited. That said, disappointingly the gap has increased this year, so robust measures are being undertaken to close this gap and positively drive action to reflect this ongoing commitment.

This is reflected in the compensation and benefits in the UK providing a good range of employee benefits designed to attract and retain high calibre candidates and appealing to a diverse population. These benefits seek to promote a good and balanced lifestyle providing a wide range of leave options including paid time off to volunteer, generous holiday allowance and enhanced maternity and paternity paid leave.

## **CLOSING THE GAP**

As at the snapshot date of 5 April 2025, women represented 92 of our 459 UK employees, and encouragingly female headcount increased by 12.2% year on year, outpacing overall workforce growth. Positive progress is also evident across the pay quartiles, with the proportion of women increasing in the lower and mid-upper quartiles. These shifts highlight the impact of our targeted recruitment strategies, early-career attraction initiatives and development opportunities designed to broaden participation and support progression within technical and engineering career pathways.

Disappointingly representation of women in the upper quartile has declined, but we remain confident that our continued focus on strengthening talent pipelines, supporting career progression and removing barriers to advancement will, over time, lead to a more balanced gender representation at senior technical and leadership levels. This remains a key priority within our wider commitment to equality, inclusion and sustainable workforce planning.

Positive advances can be seen within the lower and mid upper quartile but we remain committed to reducing and subsequently closing the pay gap at all levels within our organisation and are taking positive steps towards this goal.

## **WHAT ARE WE DOING TO REDUCE THE GENDER PAY GAP?**

Despite the actions already undertaken it is a disappointing set of results, so it is clear that we need to do more to close the gender pay gap and importantly attract a more diverse talent base.

- Only 18% of students starting undergraduate engineering degrees are female compared with 56% across all subjects, so we will continue to invest in apprenticeships, work-experience opportunities and graduate programmes, to actively encourage female participation in engineering, manufacturing and technical disciplines. Building a stronger pipeline at entry level will support long-term progression into higher-paid roles and leadership positions.
- We plan to develop relationships with educational institutions to develop an intern program around STEM subjects with the aim of promoting career opportunities to a more diverse population.
- Develop our succession planning model to provide clear technical and professional career pathways. Supporting skill development and internal mobility will help to retain talent and support progression into higher-paid positions.
- Continue with the implementation of department progression plans to provide clear opportunity for professional growth and advancement and to aid retention within the business. These plans facilitate professional development providing growth and recognition within a role without requiring a move away from specialist roles.
- Capture candidate application data to understand the diversity of our applications and produce a targeted attraction strategy to encourage more women into Engineering roles.
- Participate in the International women in Engineering events to raise the profile of women in engineering and promote role models within the business.

These actions demonstrate a long-term, sustainable approach to reducing the gender pay gap by addressing workforce composition, progression and representation at senior levels, while reinforcing the organisation's commitment to equality, inclusion and fair reward.

## EQUAL PAY

It is important to draw a distinction between the gender pay gap and evaluating "equal pay". Analysing equal pay focuses on whether one gender is paid less than the other for performing the same or comparable work. The company is committed to compensating employees fairly, regardless of gender for work performance that reinforces our mission, values and business results. This includes base pay levels that are competitive with the external job market in which we compete for talent and that are reflective of the internal value of each position.

## RAPISCAN IS COMMITTED TO EQUALITY

Our broadband pay structure encourages employees to focus on developing the skills, knowledge and abilities that drive organizational success. All positions are linked to pay grades based on level of responsibility and duties performed.

Our commitment to closing the gap is not about compliance but about fostering a culture of respect, celebrating talent and providing opportunities for all. It reflects our core values of integrity and accountability demonstrating transparency in our results and our firm commitment to taking action that will make a difference.

The information and data reported is accurate as of the snapshot date of 5 April 2025.



Aby Mason  
Senior HR Business Partner

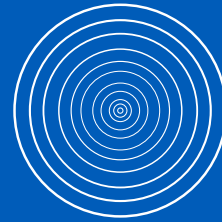


Kieran Kent  
Finance Director

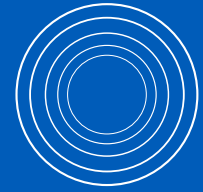
459  
TOTAL

367 MALE 92 FEMALE

MEAN & MEDIAN GENDER PAY GAP USING HOURLY PAY

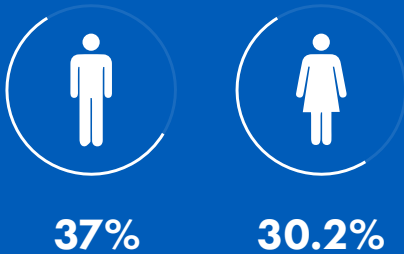
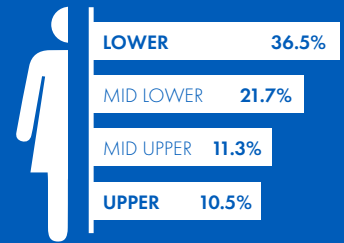
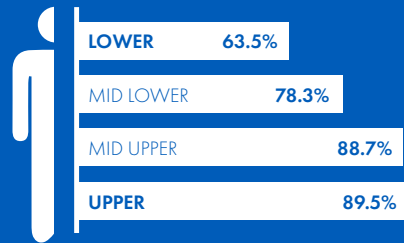


24.1  
MEAN



24.1  
MEDIAN

PERCENTAGE OF MEN & WOMEN IN EACH HOURLY PAY QUARTER



PERCENTAGE OF MEN & WOMEN WHO RECEIVED BONUS PAY

63%  
MEAN PAY GAP

0%  
MEDIAN PAY GAP

MEAN & MEDIAN GENDER PAY GAP USING BONUS PAY

***Rapiscan***<sup>®</sup>