Rapiscan® systems

An OSI Systems Company

RAPISCAN® SYSTEMS LIMITED - A SECURITY SCREENING LEADER

Rapiscan® Systems is a leading global provider of security inspection solutions, with more than 100,000 products installed in over 170 countries. Rapiscan® Systems has an extensive portfolio of Baggage and Parcel Inspection, Cargo and Vehicle Inspection, Hold Baggage Screening, People Screening, Trace Detection, Radiation Detection, Tray Return System and enhanced security solutions, which are supported by a global service network. The company's state-of-the-art products, solutions and services operate in the world's most demanding security environments, including at airports, border crossings, railway stations, seaports, government and military installations and high-risk facilities. Rapiscan® Systems promotes excellence in security and efficiency, continually investing in research to develop technological advancements that address present and future threats, and meet the most rigorous compliance standards worldwide.

Rapiscan® Systems Limited is committed to providing work pay parity and is an Equal Opportunity Employer. We aim to create and support a working environment where **everyone** has the chance to be **successful**.

We are committed to providing an employment environment that is free from harassment or discrimination. This includes all employment activities, and not just the key areas of recruitment, promotions, and training. We are committed to attracting and retaining individuals who are capable of exceptional performance and dedication and we reward employees for the value of their contributions.

GENDER PAY GAP

Consistent with UK government regulations, we have conducted a Gender Pay Gap analysis for our UK employees.

The "gender pay gap" is the difference between the average hourly earnings of men and women, irrespective of role or seniority, expressed as a percentage of the hourly pay rate of male employees. It is reported on a mean (average) basis, and median (middle point) basis. Here are the results of our analysis:

Mean Pay Gap 29.25%

Median Pay Gap 28.19%

Our total number of male employees is 277

Our total number of female employees is 52

In the upper quartile there are 92.4% males and as salaries are higher in this bracket, the gap is further widened.

Our gender pay gap reflects the historically low uptake of women into engineering and manufacturing roles. Historically, many of our technical and engineering positions have been a key source of candidates for promotion into management and more senior positions. This is a challenge that spans throughout our industry. We actively seek to attract and retain new female engineers and technical professionals to our diverse, high-skilled team.

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® SYSTEMS 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.

Integrity is one of our core values. This value includes diversity and inclusion, both critical components of our company culture. Our success depends on diverse perspectives and ensuring that all employees, regardless of gender, can contribute fully.

The information and data reported is accurate as of the snapshot date of 5 April 2017.

Julia Shelley-Brown
Sr. Manager, Human Resources

Alan Mixer
Director