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# GENDER PAY GAP REPORT

# RAPISCAN SYSTEMS GENDER PAY GAP

**2024/2025**

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

Rapiscan Systems Limited, which is part of the OSI Systems family of companies, is a leading supplier of security screening solutions that help governments, corporations, law enforcement and military organizations around the world combat terrorism, drug and weapons smuggling, illegal immigration and trade fraud with speed and confidence while maximizing operational efficiency and meeting the most stringent security regulations and standards.

Our products and services utilise multiple inspection technologies and advanced threat identification algorithms for baggage and parcel inspection, cargo and vehicle inspection, hold baggage and people screening, radiation detection, and explosive and narcotics trace detection.

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 the 5th April 2024 snapshot, 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:

**18.2%** Mean Pay Gap (%)

**23.6%** Median Pay Gap (%)

## HEADCOUNT AND GROWTH

As of April 5, 2024, Rapiscan's UK operations, encompassing both the Cargo and Detection divisions, proudly employed a total of 417 individuals. This workforce is composed of 335 men and 82 women. Over the past year, our total headcount has seen a good increase of 4% to support the continued growth of the business. This growth includes a 2% rise in the number of men and a notable 12% surge in the number of women, reflecting our dedicated efforts to promote vacancies to a broader and more diverse audience.

## QUARTILE DISTRIBUTION

Our commitment to gender diversity is evident in the distribution of our workforce across different quartiles. These results below have been calculated based on individual headcount changes within each quartile.

- **Women:** Lower quartile: Increased by 17%, Mid lower quartile: Increased by 33%, Mid upper quartile: Increased by 22%, Upper quartile: Decreased by 25%.
- **Men:** Lower quartile: Decreased by 1%, Upper quartile: Increased by 3%.

Engineering and highly skilled manufacturing roles form the backbone of our business. However, the representation of women in these roles remains low across the industry. Consequently, the number of women in engineering management positions is relatively small. Despite this, the significant increases in the lower, mid lower, and mid upper quartiles for women highlights our ongoing efforts to enhance gender diversity at these levels. We are confident that these efforts will eventually lead to a more balanced representation in the upper quartile as well.

## BONUS PAY

Our analysis of bonus pay distribution reveals some interesting insights:

- The proportion of men and women receiving bonus pay is nearly equal.
- Men continue to dominate sales roles, where commissions payments tend to be the highest.
- There were fewer small bonuses awarded in the lower quartiles compared to the previous year, primarily affecting men.

While the overall distribution of bonus pay is nearly equal between genders, the dominance of men in sales roles, which attract higher commissions, is a notable trend. This underscores the importance of our ongoing initiatives to promote gender diversity across all levels and roles within the organisation.

417  
TOTAL

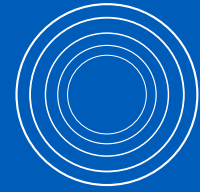
335  
MALE

82  
FEMALE

MEAN &  
MEDIAN  
GENDER PAY  
GAP USING  
HOURLY PAY

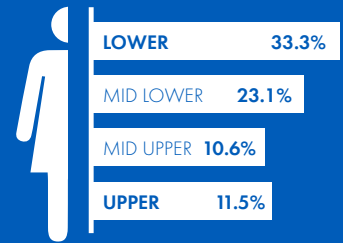
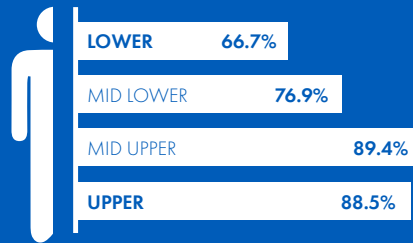


18.2  
MEAN



23.6  
MEDIAN

PERCENTAGE OF  
MEN & WOMEN  
IN EACH HOURLY  
PAY QUARTER



20.1%



19.8%



PERCENTAGE OF  
MEN & WOMEN  
WHO RECEIVED  
BONUS PAY

72.1%  
MEAN PAY GAP

57.8%  
MEDIAN PAY GAP

MEAN & MEDIAN GENDER  
PAY GAP USING BONUS PAY

## **CLOSING THE GAP**

We are committed to reducing and subsequently closing any identified pay gap within our organisation and will take positive steps towards this goal.

Evidently, we have seen some good demonstrable improvement in the lower, mid lower, and mid upper quartiles for women, but the upper quartile has seen a decrease of 25% which is a trend that we intend to improve.

Improving the representation of women in the upper quartile requires a multifaceted approach that addresses both systemic barriers and individual development. These are some of the positive actions that will be taken to attract more women to the business:

## **FAMILY FRIENDLY**

In the UK we have good maternity leave entitlement, but statutory pay can sometimes be a barrier particularly for those in the upper quartile. We understand the importance of family and recognise that developing more family friendly practices is a positive way to remove these barriers and attract talent at all levels. One of those ways in which we can help new parents, is to implement enhanced maternity and paternity leave, in recognition of the importance of the bonding time that is so important during those first few months.

## **INCLUSIVE RECRUITMENT AND PROMOTION PRACTICES**

Our recruitment and promotion processes are free from bias and promote equality and diversity, effectively removing barriers, but we will continue with our strategy to attract talent through promoting opportunities on a wider scale to a more diverse pool of candidates.

We will provide additional training on unconscious bias for all employees involved in hiring and promotion decisions. This training will assist us in further developing a more inclusive culture and ensure that decisions are based on merit rather than stereotypes.

By continuing to focus on these areas, we aim to create a more inclusive and equitable workplace where everyone has the opportunity to succeed and be rewarded for their contributions.

## 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.

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 2024.



Aby Mason  
Senior HR Business Partner



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Finance Director

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