

## Gender Pay Gap 2025

### 1. Introduction

At Olympus, we remain committed to fairness, equity, and inclusion for all colleagues. Publishing our Gender Pay Gap results helps us monitor progress, understand where challenges remain, and continue taking meaningful action to support long-term change.

The Gender Pay Gap measures the difference in average pay between men and women across the entire workforce. It is not the same as equal pay, which refers to men and women being paid the same for doing the same or equivalent roles. We are committed to equal pay and have processes in place to ensure this.

The demographic split based on the staging date is as follows:

Male Employee	Female Employee	Total Employee
565	332	897

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### 2. Our 2025 Gender Pay Gap Results

For staging date **5 April 2025**, our results are:

- **Mean gender pay gap:** **11.82%** (National Avg 12.8% ONS Apr 25)
- **Median gender pay gap:** **10.99%**
- **Mean bonus gap:** **25.60%**
- **Median bonus gap:** **44.66%**
- **Proportion receiving a bonus:**
  - **Men:** **83.36%**
  - **Women:** **75.00%**

These figures reflect the overall structure of our workforce rather than differences in pay for equivalent roles.

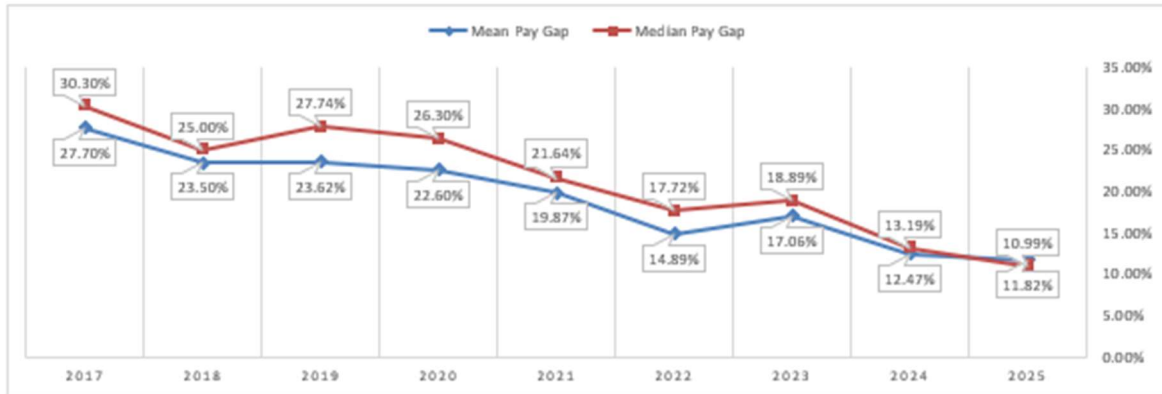


Image 1: shows the trend of Mean and Median report for Olympus UK since reporting started for gender Pay Gap

### 3. Understanding Our Results

Our 2025 staging date results show a modest but positive position when compared to previous years and continue to reflect the following key factors:

#### Workforce Structure

We see proportionately more men in higher-paid or senior roles and more women in roles at lower pay bands or working part-time. This distribution affects average pay and contributes to both the pay and bonus gaps.

#### Bonus Gap Drivers

The **mean and median bonus gaps** remain higher than our pay gaps. This is primarily due to the distribution of senior and specialist roles in which bonus-linked pay is more common and where men remain more represented.

#### Bonus Receipt Rates

A slightly higher proportion of men receive a bonus (83.36%) compared to women (75.00%). While this gap has narrowed compared to some previous years, it continues to influence our bonus outcomes overall.

## **4. Actions We Are Taking**

We remain committed to narrowing the gender pay gap over time. Our focus areas include:

### **Developing Talent Equitably**

- Supporting progression pathways to help more women move into senior, specialist, and leadership roles.
- Expanding development programmes targeted at under-represented groups.

### **Inclusive Recruitment**

- Reviewing job design and language to attract a diverse pool of applicants.
- Working toward more balanced shortlists and interview panels wherever possible.

### **Flexible and Supportive Working**

- Continuing to promote flexible working options that help colleagues balance responsibilities and career progression.
- Supporting returners through tailored guidance and reintegration pathways.

### **Strengthening Our Culture**

- Embedding inclusive leadership expectations across the organisation.
- Increasing visibility of role models and networks that support gender representation.

## 5. Our Ongoing Commitment

Reducing the gender pay gap is a long-term priority, and we recognise that structural, cultural, and industry-wide factors play a role. We remain focused on supporting an inclusive working environment where everyone has equal opportunity to develop their careers.

We will continue to review our actions, measure our progress, and publish our results transparently each year.

Signed



Iain MacDonald

HR Director  
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