



## Gender Pay Gap Statement

Elekta Limited conducted a review of comparable roles in July 2017 which indicated that our mean gender pay gap is 9.84%. This gap, while small compared to the Government's published figures in November 2016 of 18%, is something that we continue to work hard to further reduce. The gap is attributable to the higher proportion of males than females who work in the engineering profession. Our steps to support the UK's drive to address this imbalance include focussed efforts with STEM activities to encourage more females to join the engineering profession. It is anticipated that as the ratio of women to men in engineering begins to even out then, in turn, the gender pay gap will decrease.

### Pay gap results:

Mean pay gap: 9.84%

Median pay gap: 10.26%

### Bonus pay gap results:

Mean difference between male and female bonus pay:

- 12.02%

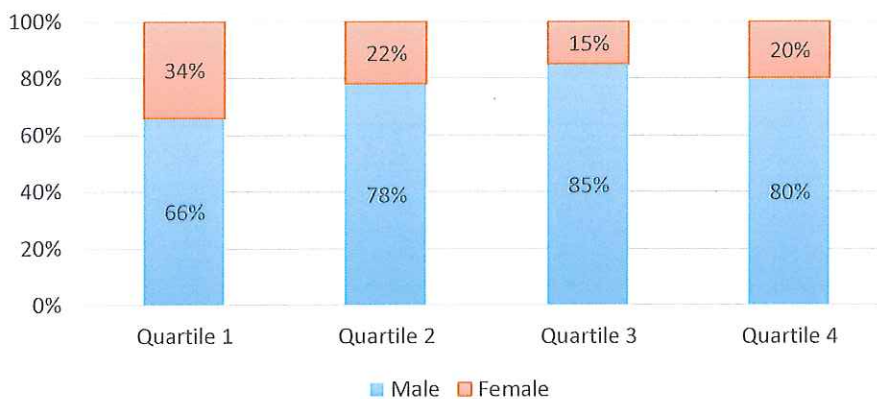
Median difference between male and female bonus pay:

- 17.30%

Proportion of male and female employees receiving bonuses:

- Female: 43%
- Male: 53%

### Pay Quartiles



**Steve Wort**  
Chief Operating Officer  
Elekta Ltd