

Gender Pay Gap Report

Published April 2025

The data presented here has been prepared in accordance with the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data as at the **5th April 2024**. They are reported to the UK Government and are published on the **Government's Gender Pay** website.

What these figures represent

The Gender Pay Gap is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women employed by Scan Computers International Limited.

This is very different to the term Equal Pay, which relates to men and women being paid the same remuneration for the same work.

Scan Computers International Limited – reportable figures for 2024

Mean Gender Pay Gap

12.9%

(2023: 10.7%)

Women's mean hourly pay is 12.9% lower than men's

Median Gender Pay Gap

-1.6%

(2023: -0.6%)

Women's median hourly pay is 1.6% higher than men's

Mean Gender Bonus Pay Gap

30.9%

(2023: 34.2%)

Women's mean bonus pay is 30.9% lower than men's

Median Gender Bonus Pay Gap

7.7%

(2023: 26.8%)

Women's median bonus pay is 7.7% lower than men's

Proportion of women that received bonus pay

93.5%

(2023: 97.4%)

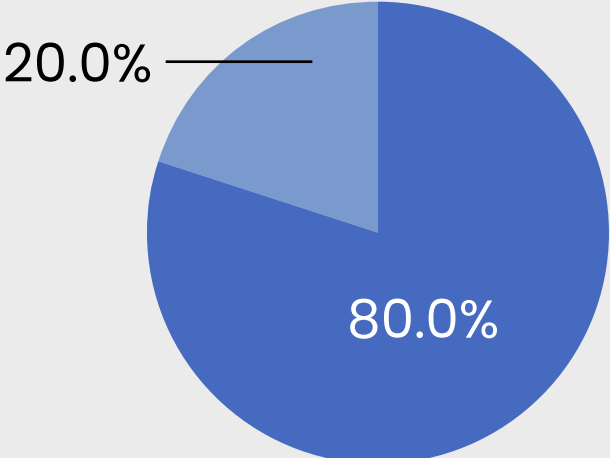
Proportion of men that received bonus pay

96.5%

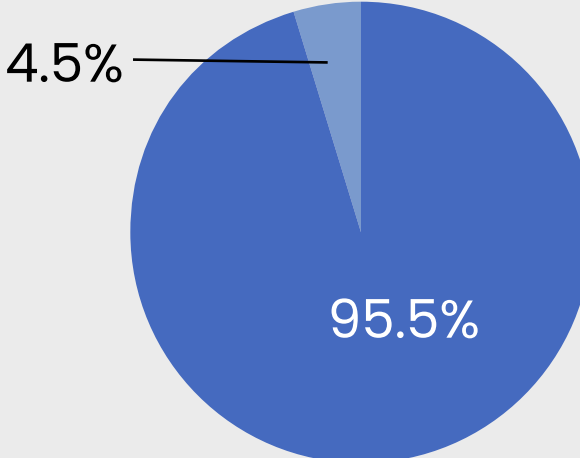
(2023: 95.2%)

Scan Computers International Limited – pay quartiles 2024

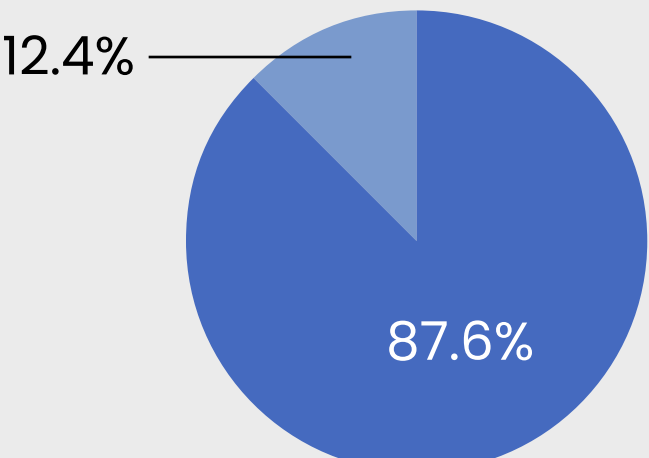
Lower Quartile



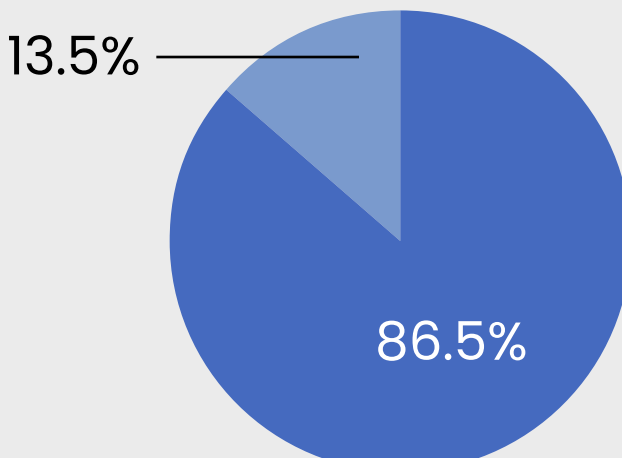
Lower Medium Quartile



Upper Medium Quartile



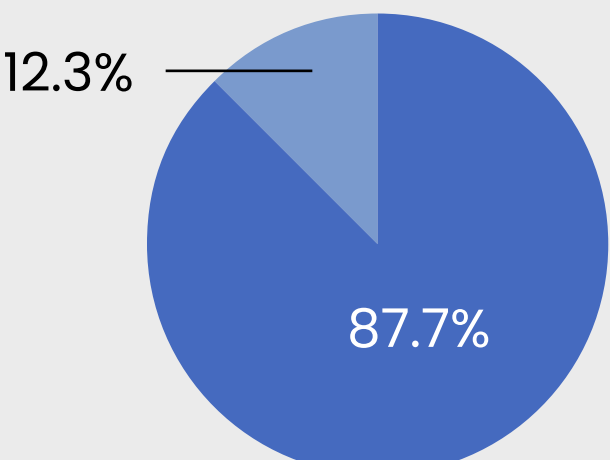
Upper Quartile



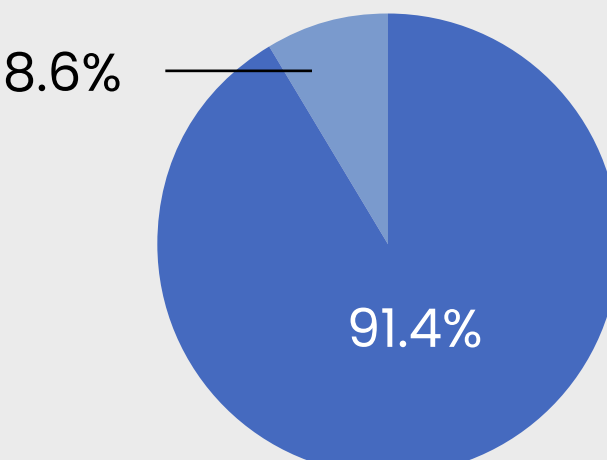
Female Male

Scan Computers International Limited – pay quartiles 2023

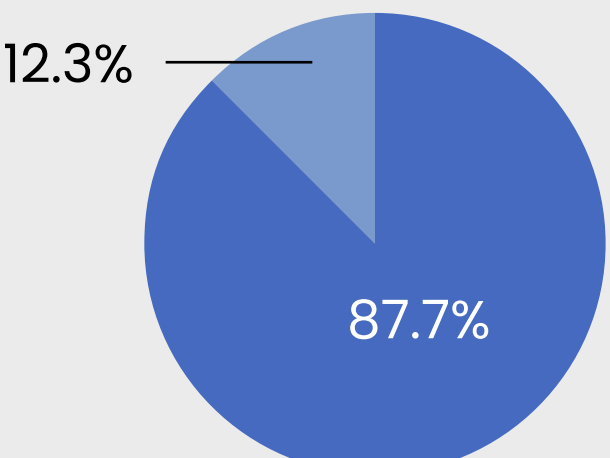
Lower Quartile



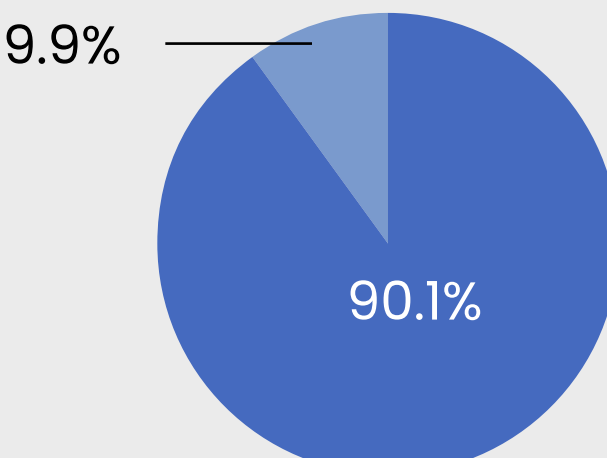
Lower Medium Quartile



Upper Medium Quartile



Upper Quartile



Female Male