

## Linx Printing Technologies Limited

### Gender Pay Gap Report 2022

Linx Printing Technologies Limited (the “Company”) is part of Linx, which is a global business that delivers coding and marking solutions to global customers. We are committed to creating an inclusive and diverse workforce everywhere we do business and to paying our employees fairly.

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gaps.

Our UK Gender Pay Report is based on information as of the snapshot date of 5 April 2022.

This is the first time we have reported gender pay gap information.

The Company’s compensation programs and practices are designed to attract associates, motivate and reward performance, drive growth and support retention, and cultivate an inclusive culture with equal employment opportunities for employees. A commitment to diversity and inclusion is a key leadership objective at the Company, and we take steps to review and ensure that our employees receive equal pay for equal work.

Closing the overall gender pay gap is different than ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles which tend to carry higher market rates of pay. Our gender pay gap exists mainly because we employ more men at higher-paid levels in our workforce. We are taking steps to ensure that we are attracting, hiring and promoting diverse talent throughout our system, so we can make progress towards closing a representation gap reflected in the pay report. This is a broader challenge facing many companies in in our sector, and for skilled trades occupations in general, where the overall gender pay gap resulting from fewer women in higher-paid roles is often higher than even the overall UK national average.

The Company looks forward to sharing future progress as part of our commitment to ensuring that everyone has an equal opportunity to progress to senior or highly-paid positions.

#### **2022 gender pay gap data:**

Mean pay gap	26.42%
Median pay gap	38.16%

Mean bonus gap	61.45%
Median bonus gap	38.56%

Proportion of men receiving bonus	99%
Proportion of women receiving bonus	100%

Pay quartiles	% Men	% Women
Upper quartile	72.13%	27.87%
Upper middle quartile	72.58%	27.42%
Lower middle quartile	57.38%	42.62%
Lower quartile	35.48%	64.52%

**Declaration**

I confirm that the data reported by Linx Printing Technologies Limited is accurate.

Signed:



**Harinder Sandhu**  
Group Finance Director