



EU Pay Transparency Directive (PTD)

Why should companies act now? 



Existing pay gap reporting
measures are unlikely to be robust
enough to meet new requirements
(more detail on actual
requirements on our webpage)





Companies **must** comply with the new requirements by June 2026. There is no quick fix. Identifying gaps, reviewing and updating policies and procedures, engaging with employees and preparing for information requests takes time





Pay transparency may
require cultural change for
many companies





“96% of firms are already considering a change to their approach as a result of increasing focus and EU legislation on pay transparency”



(Deloitte Insights – Investment Management and Wealth Community event held May 2023)





Acting as a visible leader in driving required change, and fostering a culture of equality, helps position you as an employer of choice





Sanctions are likely to vary by country however EU PTD says penalties and fines should act to “deter...infringements”. Acting now can help minimise unnecessary penalties and reputational damage





Do you fully understand the required changes and what this means for your company?

Do you have sufficient resources to take action?

Will you be compliant in time?





Watch out for our
next update with
recommendations on what
companies can do to prepare





Contact our global reward, tax, legal and employee communications specialists for more information



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