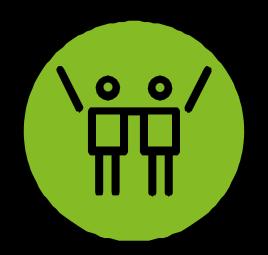
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EU Pay Transparency Directive (PTD)

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"







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?



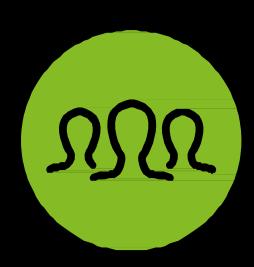


Watch out for our next update with recommendations on what companies can do to prepare





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



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