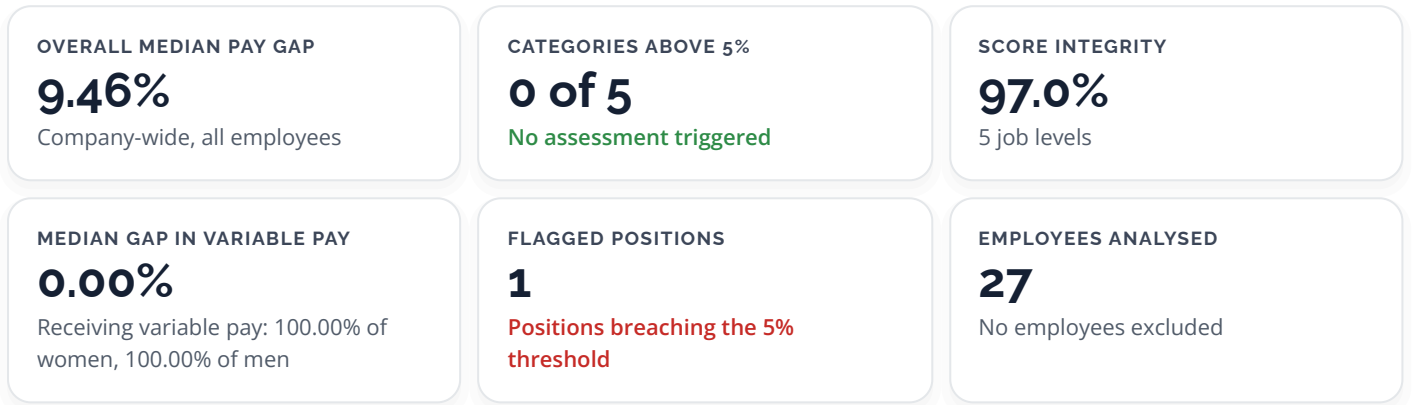


Pay Equity Audit

Sample Report

Based on a fictitious company, this sample report shows how Talexio's Pay Equity Audit helps organisations prepare for the EU Pay Transparency Directive by identifying potential gender pay gaps early, so HR can review & address disparities before reporting becomes mandatory.

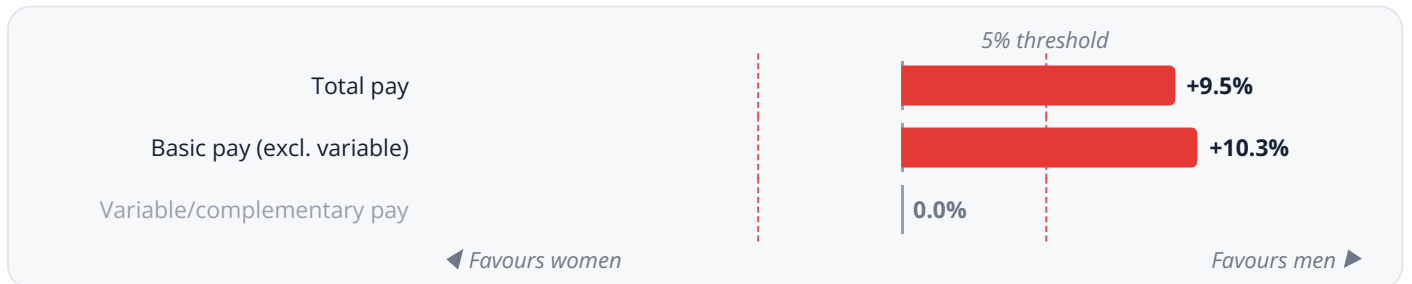
Pay Equity Reporting Metrics



A positive gap means men are paid more than women in that category; a negative gap means the reverse.

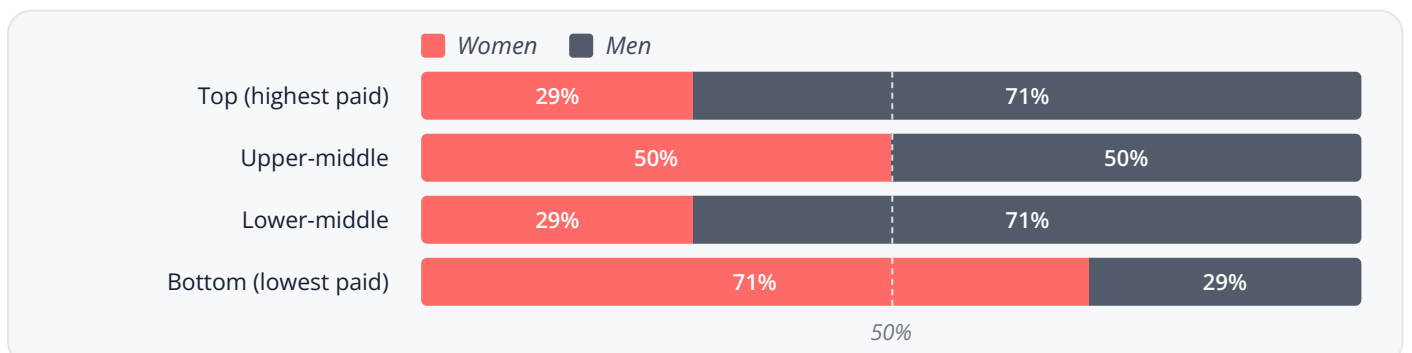
Overall Gender Pay Gap

The organisation-wide position, before breaking it down by category. Total pay is the figure reported under [Article 9](#); basic and variable pay are shown alongside it so it is clear which component the gap comes from. Variable pay is everything payroll paid on top of basic salary and paid leave: bonuses, commissions, allowances, ex gratia payments and any settlement paid on leaving.



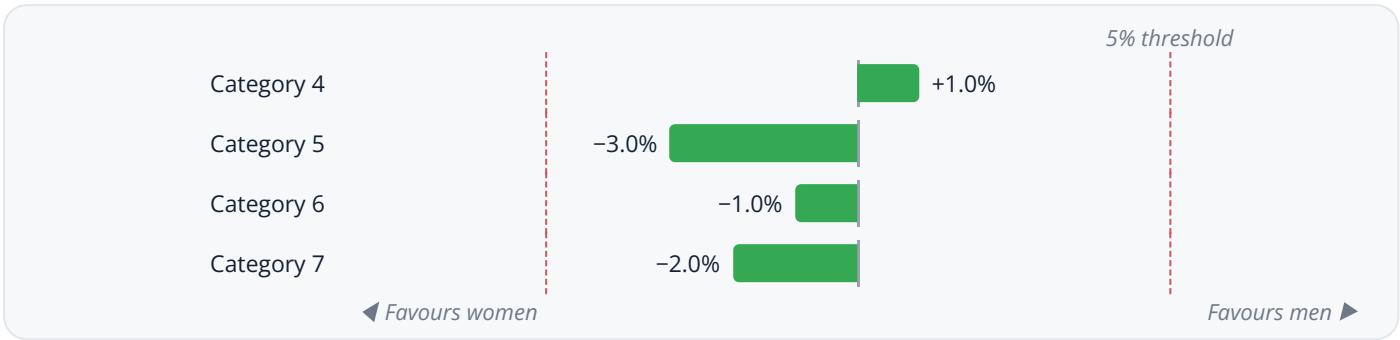
Pay Quartile Analysis

How women and men are distributed across the pay structure, from the lowest paid quarter of employees to the highest.



Pay Gap by Category of Work of Equal Value

Each category groups positions that scored within the same band of your job evaluation. Your scoring covers 26 of 27 employees (96%). Any median gap of 5% or more has to be justified or remediated under [Article 10](#).



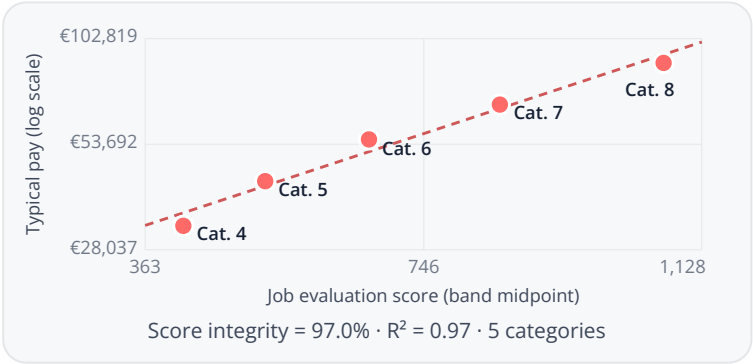
CATEGORY	SCORE RANGE	EMPLOYEES	% FEMALE	MEDIAN PAY (F)	MEDIAN PAY (M)	GAP	STATUS
Category 4	366 – 465	6	83%	€32,359	€32,787	+1.0%	Compliant
Category 5	466 – 590	9	33%	€43,503	€42,257	-3.0%	Compliant
Category 6	591 – 750	6	33%	€55,684	€55,063	-1.0%	Compliant
Category 7	751 – 950	4	50%	€69,203	€67,833	-2.0%	Compliant
Category 8	951 – 1,200	1	0%	N/A	€88,503	N/A	Sample too small

Score Integrity

This score measures one question: **as job responsibilities increase, does pay increase accordingly?** High scores mean salaries rise consistently with job level. Low scores mean salaries are unpredictable and driven by hidden factors outside your official job levels.

Score integrity 97.0% · 5 scored categories

Your job evaluation scoring accounts for 97.0% of the difference in median pay between these 5 job levels. The gaps reported for them rest on that scoring being applied consistently, so the higher this is, the more weight those gaps carry.



Recommended Actions

Drawn from the figures in this report. [Article 10](#) requires a joint pay assessment with worker representatives where a gap of 5% or more in a category of work of equal value is not justified by objective, gender-neutral criteria.

No joint pay assessment triggered: No category of work of equal value shows a median gap of 5% or more. Keep monitoring, as the obligation is assessed on each reporting period.

Categories that could not be assessed: Category 8 could not be assessed for a gap because one gender is absent or the sample is too small. Confirm whether these categories are genuinely single-gender, as that is itself reportable.