



FY25 GENDER PAY GAP REPORT

MTI Technology UK

THIS REPORT DETAILS OUR GENDER PAY
GAP RESULTS FROM 1ST APRIL 2025



CONTENTS

PAGE 3

HEAR FROM OUR LEADERSHIP

PAGE 4

DEFINITIONS

PAGE 5

OUR RESULTS

PAGE 6

UNDERSTANDING OUR RESULTS

PAGE 7

HOW WE'RE TAKING ACTION

PAGE 8

OUR GOALS

PAGE 9

CLOSING STATEMENT



HEAR FROM OUR LEADERSHIP

At MTI, we are committed to creating a workplace where every colleague, no matter their gender or identity, has the opportunity, support, and environment needed to reach their full potential. Our latest gender pay gap results show that we still have progress to make, and we take this responsibility seriously. This is not just about numbers; it is about ensuring fairness, equity, and opportunity for everyone across our organisation.

Closing the gender pay gap remains a key strategic priority for us, and it will continue to be a major area of focus throughout FY26. Meaningful change requires sustained effort: developing inclusive pathways for career progression, ensuring our policies are equitable, and promoting a culture where all employees feel valued and empowered to grow.

We recognise that reducing pay disparities and improving representation is a long-term journey. As we move forward, we will hold ourselves accountable, monitor progress transparently, and take deliberate action to support colleagues of all genders. This report marks the start of our commitment to building a more inclusive and equitable MTI for the future.

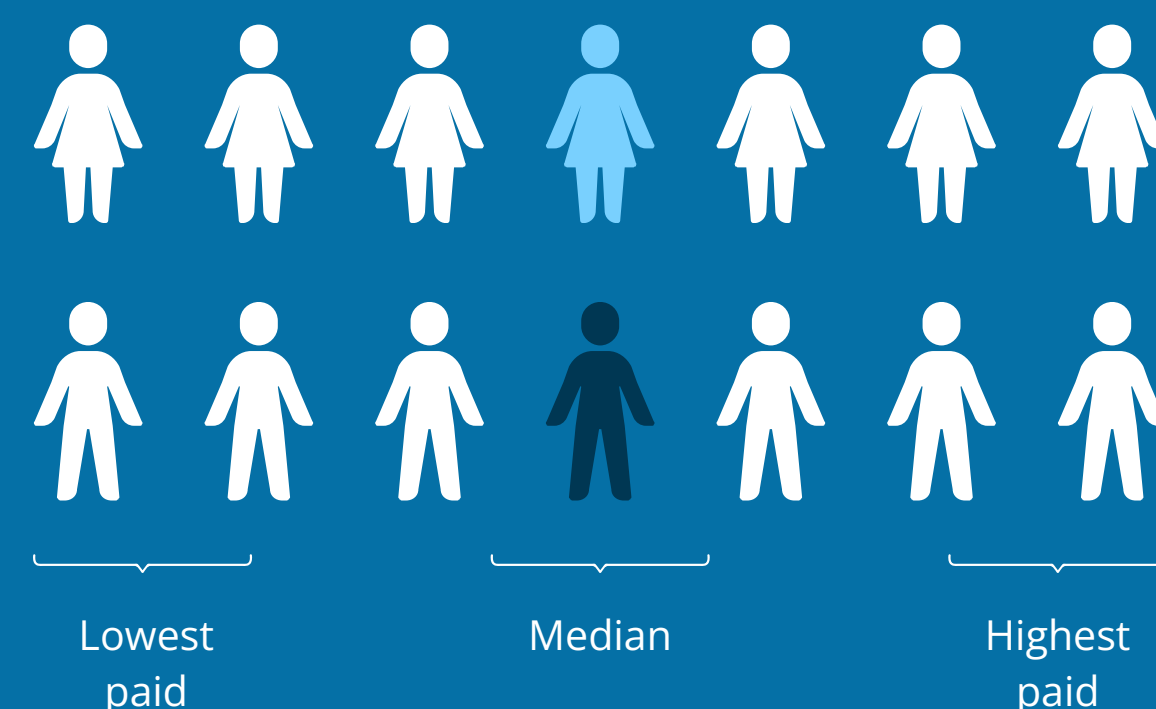
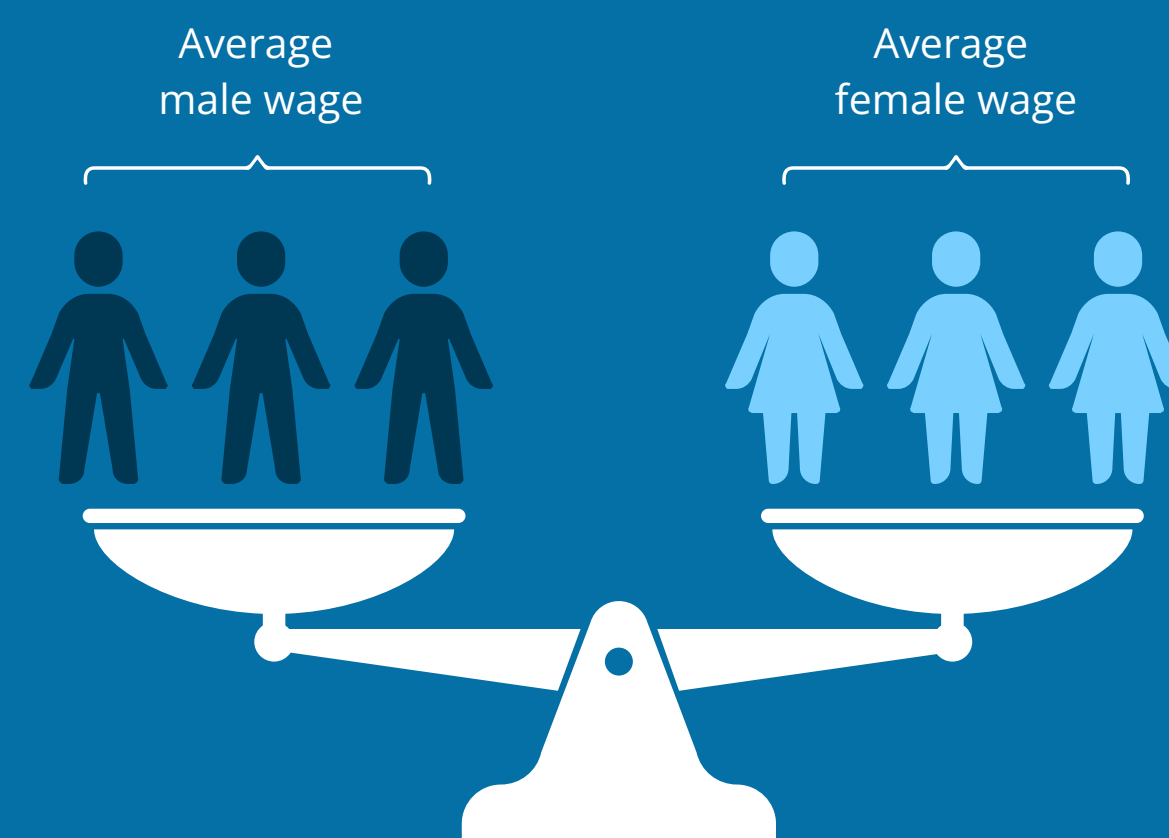


Chris Long
Interim Managing Director
MTI

DEFINITIONS

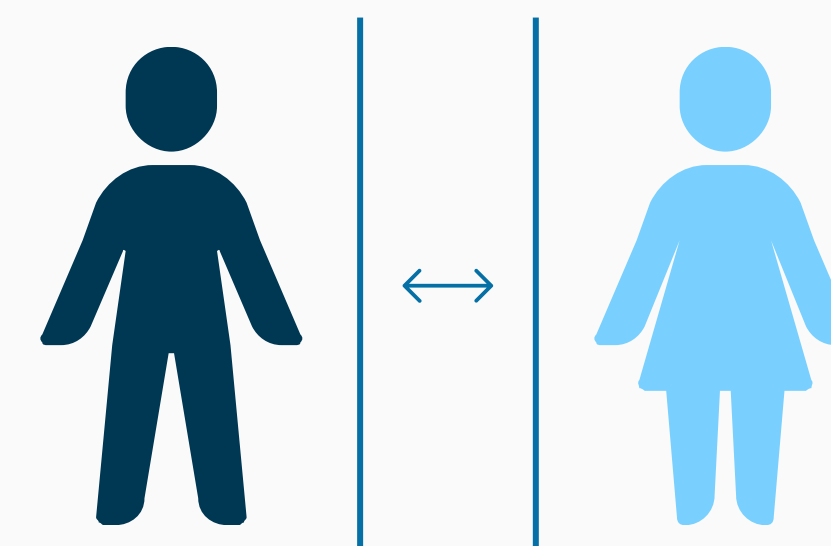
The Mean Gender Pay Gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men.



The Median Gender Pay Gap

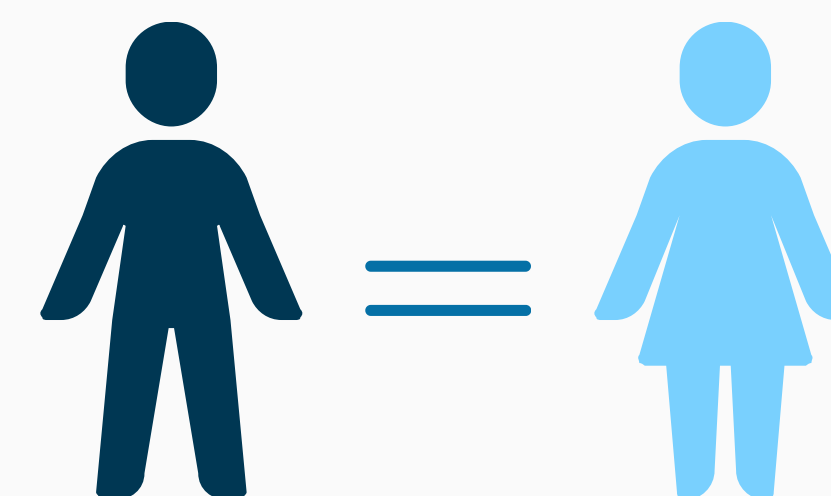
The median gender pay gap is the difference between the middle earning female and the middle earning male.



What is the Gender Pay Gap?

The gender pay gap reporting regulations require UK employers with more than 250 employees to disclose their gender pay gap which is made up of a number of statistics.

The gender pay gap is the difference in the hourly rate of pay for all men and all women. The gender pay gap is influenced by a range of factors, including the demographics of a company's workforce.



The difference between Gender Pay and Equal Pay

"Equal pay" is a legal requirement to pay men and women the same for performing the same or similar work. MTI is committed to Equal Pay.

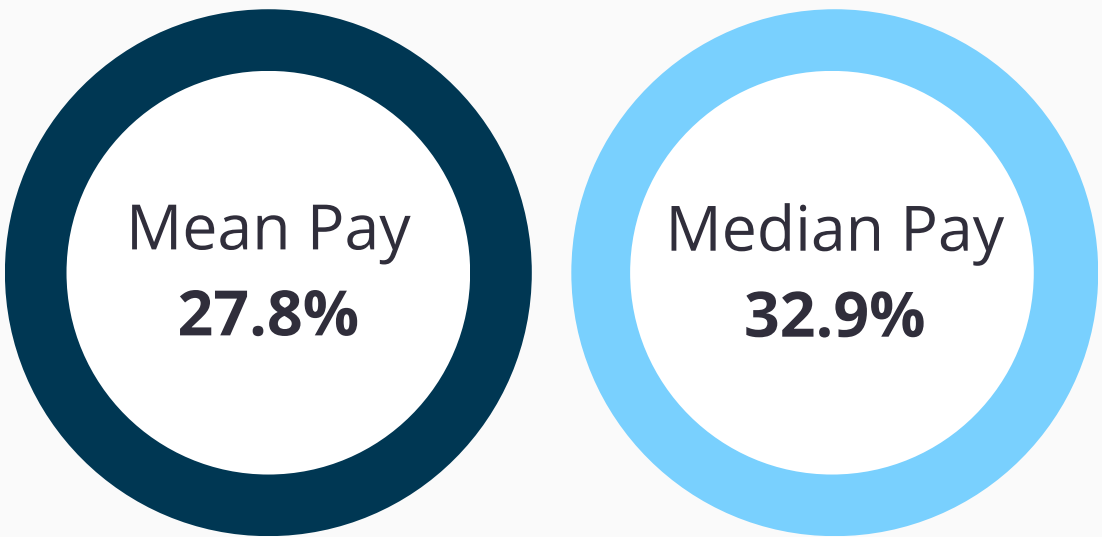
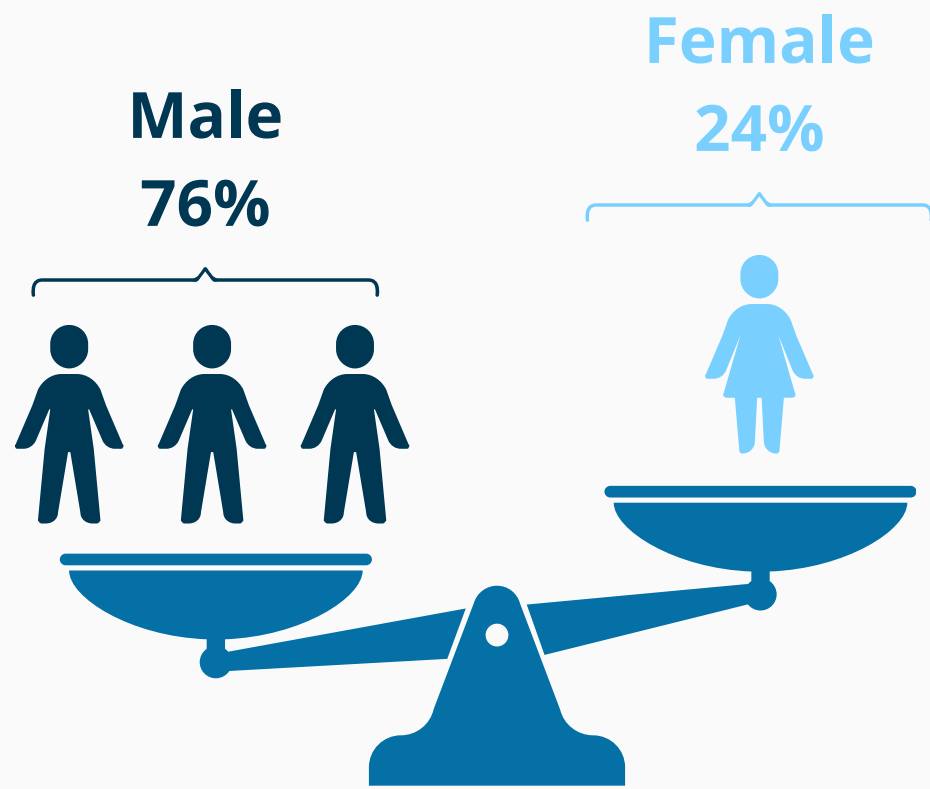
OUR RESULTS

The figures below show the current breakdown of gender representation and pay at MTI UK. These data points illustrate the proportion of men and women in each pay quartile, along with our mean and median gender pay gap results.

While these numbers provide a clear snapshot of the start of our FY25, they also highlight the continued need to focus on achieving a more balanced workforce across all levels of our organisation.

The Gender Split at MTI UK

This is our gender split as of April 2025.

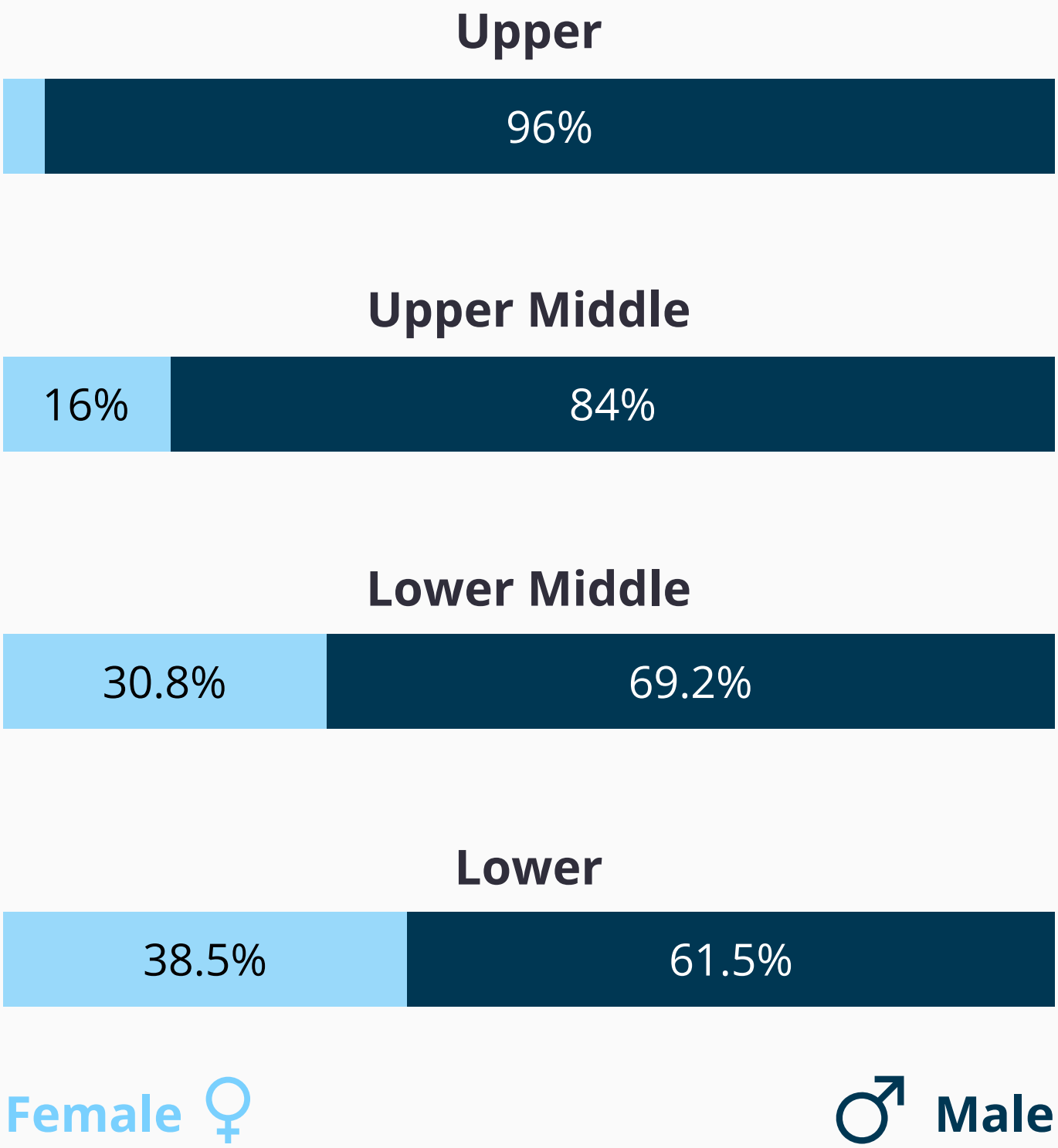


Gender Pay Gap

This is the percentage difference in mean and median pay for men and women in MTI UK.

Population by Pay Quartiles

The chart above illustrates the gender distribution across MTI UK in four equal size quartiles.



We are committed to monitoring and addressing pay gaps across all gender identities.

UNDERSTANDING OUR RESULTS

MTI's goal in addressing the gender pay gap is to achieve a more balanced representation of men and women across all levels of the organisation. We recognise that this is a long-term effort that requires sustained focus and action.

Our current results show a gap above the UK average, highlighting the need to accelerate our initiatives and maintain consistent attention. While we have seen improvements in female representation within our middle and lower pay quartiles, we remain committed to supporting more women in progressing to senior and higher-paying roles.

To strengthen our female talent pipeline, we are focusing on inclusive recruitment practices, targeted development programs, and clear leadership pathways. Equally, we recognise the importance of cultural change, and we are working to ensure our workplace is one where all employees feel valued, supported, and empowered to thrive.

Reducing the gender pay gap is a journey that demands persistence, accountability, and collective effort - and MTI is dedicated to driving meaningful progress every step of the way.



"Although MTI is under 250 employees and not legally required to publish a gender pay gap report, we believe transparency is important. These results clearly show that while we have made some progress in improving female representation in certain areas of the business, there is still significant work to do - particularly at senior levels."

"At MTI, we are committed to creating pathways for women to thrive and ensuring that our workplace supports fair pay and equal opportunities for all. Closing the gender pay gap is not just a target; it is central to building a stronger, more inclusive organisation."

Megan Thomas
Finance Director
MTI

HOW WE'RE TAKING ACTION

MTI is actively implementing initiatives to create a more inclusive workplace and reduce the gender pay gap. These actions focus on supporting our people today and fostering a culture of equality across the business.

SUPPORTING WORK-LIFE BALANCE

We recognise that flexibility and family support are essential to achieving equality at work. Flexible working helps colleagues balance personal and professional commitments, reduces stress, and supports overall wellbeing.

We've enhanced our family-friendly policies, including Maternity and Parental Leave, offering pay and benefits above statutory requirements. These initiatives support both men and women in balancing work and family responsibilities and help retain engaged employees.

CREATING AN INCLUSIVE AND SUPPORTIVE CULTURE

We actively celebrate our female role models and create opportunities for open and meaningful conversation, including our International Women's Day events. These bring together employees, partners, and customers to hear from women in technology as they share their experiences, insights, and successes.

Alongside this, our Mental Health Champions network provides confidential support and safe spaces for colleagues to discuss challenges, helping foster a culture where everyone feels supported and able to bring their whole selves to work.

ATTRACTING AND DEVELOPING DIVERSE TALENT

We are committed to recruiting and developing the best people from all backgrounds. Through inclusive recruitment practices and targeted outreach, we are focused on increasing the number of women joining MTI - particularly in early career and technical roles. Once here, our development programmes are designed to help female employees build their skills, confidence, and career pathways into leadership.

CELEBRATING AND RECOGNISING ACHIEVEMENT

We believe in recognising the contribution of our female colleagues both within MTI and across the wider technology industry. Each year we attend the CRN Women & Diversity Awards, celebrating the success of those shortlisted and championing the visibility of women across our business. These moments of recognition inspire others and reinforce our commitment to equality and inclusion.

COMMITMENT TO FAIR PLAY AND MEASURING PROGRESS

As a Living Wage employer, we are committed to fair pay for all employees. We continually measure our progress through our Gallup Engagement Survey and internal diversity metrics. The results guide our ongoing actions and help us understand where we can improve. We're encouraged by the positive trends in feedback about fairness and inclusion, and we will continue to hold ourselves accountable for measurable progress in closing the gender pay gap.

OUR GOALS

MTI has set clear aims to build on current initiatives and achieve greater gender parity across the organisation. These goals focus on measurable outcomes and long-term change:

INCREASING FEMALE REPRESENTATION IN TECHNICAL AND SPECIALIST ROLES

We will actively target recruitment campaigns, internships, and early career programmes to attract more women into technical, sales and senior roles. This includes working with universities, industry networks, and professional organisations to ensure that MTI UK is visible as an employer of choice for women pursuing technical careers. In addition, we will provide support through onboarding, mentoring, and skills development to help women thrive in these roles.

SUPPORTING CAREER PROGRESSION FOR WOMEN

We are committed to creating clear, transparent pathways for career advancement. This includes launching our Elevating Women Programme, leadership development initiatives, and tailored career planning for female employees. By equipping women with the tools, networks, and opportunities to progress into senior roles, we aim to build a more balanced leadership pipeline and address the gender gap at higher levels of the organisation.

EXPANDING OUR DIVERSITY & INCLUSION STRATEGY

MTI will continue to embed D&I into the business through measurable initiatives and accountability at all levels. This includes setting clear objectives, tracking progress against gender representation targets, and reporting outcomes regularly. By linking D&I goals to leadership accountability, we aim to create a culture where equity and inclusion are core to decision-making across recruitment, promotion, and operational processes.

REVIEWING RECRUITMENT, PROMOTION, AND PAY PRACTICES

We will regularly audit and review recruitment, promotion, and pay practices to ensure they are fair, transparent, and free from bias. This includes analysing pay and progression data by gender, refining job descriptions and grading structures, and providing unconscious bias training for hiring managers. By proactively identifying and removing barriers, we can create a level playing field for all employees.

STRENGTHENING ENGAGEMENT AND WELLBEING

We aim to foster a culture where all employees feel valued and supported. Building on the work of Mental Health Champions, we will continue to focus on engagement, wellbeing, and inclusion, ensuring long-term retention and development of female talent across MTI.

CLOSING STATEMENT

At MTI, we recognise that reducing the gender pay gap is a journey, not a destination. By taking meaningful action today and committing to strategic initiatives for the future, we aim to create a workplace where everyone can succeed regardless of gender. We will continue to monitor our progress, celebrate achievements, and remove barriers, ensuring that MTI is an inclusive, supportive, and empowering environment for all our people.

Our commitment extends beyond reporting numbers. We are dedicated to attracting and developing diverse talent, fostering a culture of inclusion, supporting work-life balance, and recognising the achievements of our colleagues. Through mentoring, leadership programmes, and enhanced family-friendly policies, we will provide opportunities for growth and progression for everyone.

By continuously listening and adapting our approach, we aim to create lasting, positive change. MTI will hold itself accountable for progress, knowing that a fair and inclusive workplace benefits our people, our business, and the wider technology industry.



Krista Middleton
UK HR Manager
MTI



Sandra Cournoyer
Europe HR Manager
MTI



A RICOH Company