



UK Gender Pay Gap Report 2025

Reporting Period: Snapshot date 5th April 2025

Publication Date: 1st April 2026

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Introduction

Canon Medical Systems is committed to equity, diversity and inclusion and to ensuring fair and equitable pay practices across our workforce.

This report sets out our UK gender pay gap data in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations. The data is based on a snapshot of our workforce as at **5th April 2025** and shows the difference in average earnings between men and women across the organisation.

It is important to note that the gender pay gap is different from equal pay. Equal pay relates to pay differences between men and women performing the same or similar roles. The gender pay gap, by contrast, reflects the distribution of men and women across different roles and levels within the organisation.



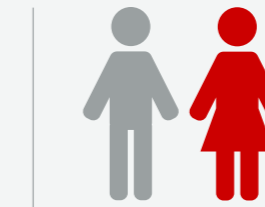
Mean & Median Gender Pay Gap



Mean Pay Gap
8.09%

Median Pay Gap
2.49%

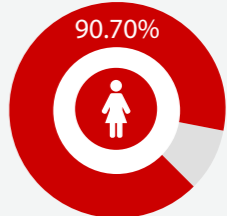
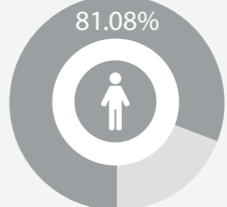
Mean & Median Gender Bonus Pay Gap



Mean Bonus Pay Gap
13.12%

Median Bonus Pay Gap
0.00%

Bonus Payments Men/Women



Gender Pay Gap – Key Results

| Mean and Median Gender Gap | |
|----------------------------------|------------------|
| Measure | Gender Pay Gap |
| Mean hourly pay gap | 8.09% |
| Median hourly pay gap | 2.49% |
| Mean and Median Gender Bonus Gap | |
| Measure | Gender Bonus Gap |
| Mean bonus pay gap | 13.12% |
| Median bonus pay gap | 0.00% |
| Bonus Payments | |
| % of men receiving a bonus | 81.08% |
| % of women receiving a bonus | 90.70% |

Pay Quartiles

The table below shows the gender distribution across pay quartiles, calculated by dividing the workforce into four equal sized groups based on hourly pay.

| Quartile | Males | Females |
|--------------|--------|---------|
| Lower | 58.21% | 41.79% |
| Lower middle | 69.70% | 30.30% |
| Upper middle | 72.73% | 27.27% |
| Upper | 74.24% | 25.76% |

How does our gender pay gap compare with that of others?

According to the October 2025 Office for National Statistics Annual Survey of Hours and Earnings (ASHE)*, the mean gender pay gap for the whole UK economy is 13.4%, and the median gender pay gap is 12.8%.

At 8.09% (mean) and 2.49% (median), our gender pay gap is considerably lower than the national averages. While national comparisons provide helpful context, gender pay gaps vary significantly by sector, occupational mix and workforce composition.

Understanding our Gender Pay Gap

Our gender pay gap is primarily influenced by the distribution of men and women across different roles within the business.

As a medical imaging organisation, we employ a higher proportion of men in technical and specialist roles, which typically attract higher salaries within the sector. Our sales workforce is more gender balanced and sits within comparable pay ranges. This difference in role distribution is the main factor contributing to our mean gender pay gap.

The relatively low median gender pay gap of 2.49% indicates that pay at the midpoint of the organisation is broadly comparable between men and women.

Mean & Median Gender Pay Gap* For the whole UK Economy



● Mean Pay Gap
13.4%

● Median Pay Gap
12.8%

Bonus payments are determined by role and performance. A higher proportion of women received a bonus during the reporting period (90.70% compared to 81.08% of men). The difference in the proportion receiving a bonus is influenced in part by eligibility criteria, including length of service during the relevant bonus period.

Our median bonus gap is 0.00%, demonstrating parity in typical bonus payments. The mean bonus gap reflects the higher bonus potential attached to certain senior or specialist roles.



“ At 8.09% (mean) and 2.49% (median), our gender pay gap is considerably lower than the national averages ”

Actions we are taking

While our gender pay gap is lower than the national average, we remain committed to continuing to reduce it over time.

Recruitment

We have strengthened our recruitment processes to support inclusive hiring, including:



Adding clear equal opportunity statements to all job adverts and highlighting our membership with Inclusive Companies.



Reviewing job advert language to minimise gender-coded wording and attract a broad range of applicants.



Removing formal qualification and “time served” requirements from most roles, focusing instead on skills and behaviours to reduce unnecessary barriers.



Offering first-stage interviews via MS Teams to increase flexibility for candidates, including those with caring responsibilities.



Introducing structured interview templates and scoring guidance to support objective decision-making.



Ensuring applications are assessed consistently against clearly defined role criteria.

Flexible Working

We consider flexible working requests from employees at all levels of the organisation. Our policy makes clear that flexibility can take many forms and is not limited to part-time working.

Supporting Parents

This year we introduced parental coaching for employees taking maternity, paternity or other parental leave, and for those experiencing challenges related to parenthood.

Looking ahead

We recognise that reducing the gender pay gap is a long-term commitment. We will continue to review our policies, practices and workforce data to support progress and accountability, and we will report transparently each year.

We also plan to introduce voluntary diversity data collection, inviting employees to self-identify characteristics such as gender, ethnicity and disability. This will help us better understand the composition of our workforce and, over time, enable us to monitor additional pay gaps and identify potential barriers to progression. All data will be collected and processed in line with data protection requirements.

Declaration

I confirm that the information contained in this report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations.

Mark Hitchman

Mark Hitchman, Managing Director

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Canon

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