

**EU Pay Transparency
Directive – how this impacts
your mobile employees**

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Today's agenda



Welcome



Overview

- EU PTD requirements



How Reward functions are responding to EU PTD



Group Discussions

- Importance for Global Mobility
- Actions for businesses



Questions

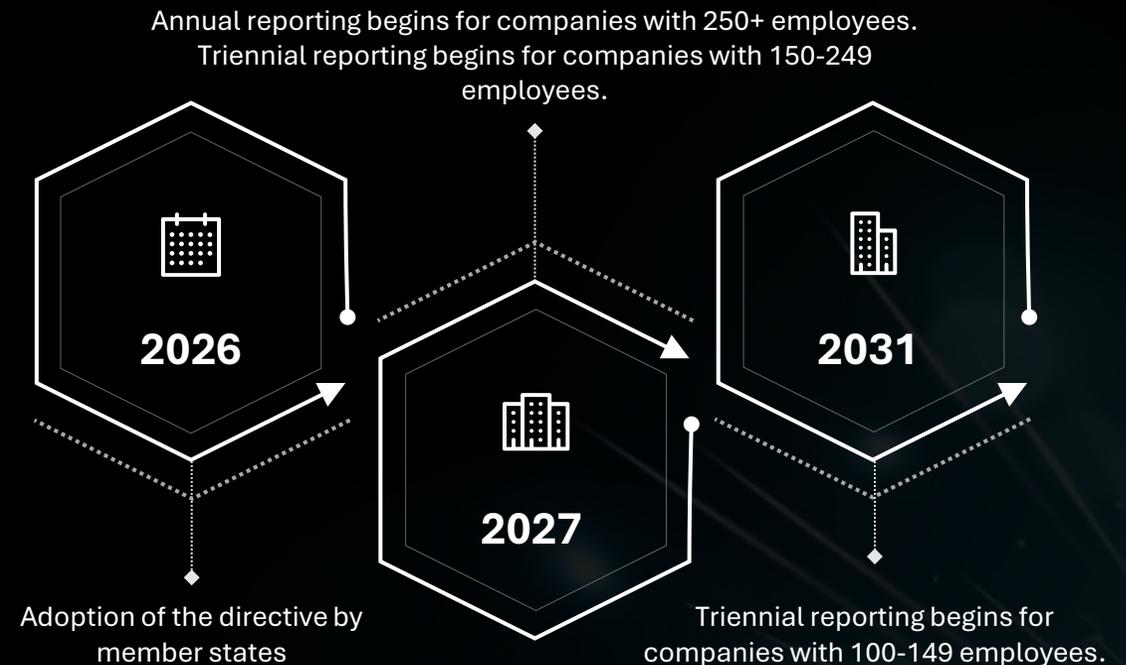
What is the EU Pay Transparency Directive?

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- The EU Pay Transparency Directive seeks to address the persisting gender pay gap which exists across the European Union and to bolster equal pay rights.
- The EUPTD will apply to organisations with workers in the EU (regardless of where they are headquartered).
- It introduces **gender pay gap reporting** by ‘categories of workers’ across the EU for the first time, alongside **individual rights for existing workers and job seekers**, to be more transparent about pay.
- If pay reporting shows a gender pay gap of 5%+, employers will have to conduct a joint pay assessment in cooperation with workers’ representatives and remediate any equal pay issues.
- EU countries will impose penalties, such as fines for employers that infringe the rules.

Timeline for implementation

Gender pay gap reporting requirements will apply to organisations with at least 100 workers in an EU country. All other elements of the Directive will apply to all organisations, regardless of their size.



What is driving the increased focus on Pay Equity and Transparency?



Societal Expectation



ESG reporting



New / Updated legislation

The EU Pay Transparency Directive

Mentimeter exercise

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How are you currently involved in your organization's implementation of the EU PTD?

A

I am closely involved e.g., on a task force or steering committee

B

I am involved specifically with the appropriate task force or steering committee on the global mobility impact on the EU PTD

C

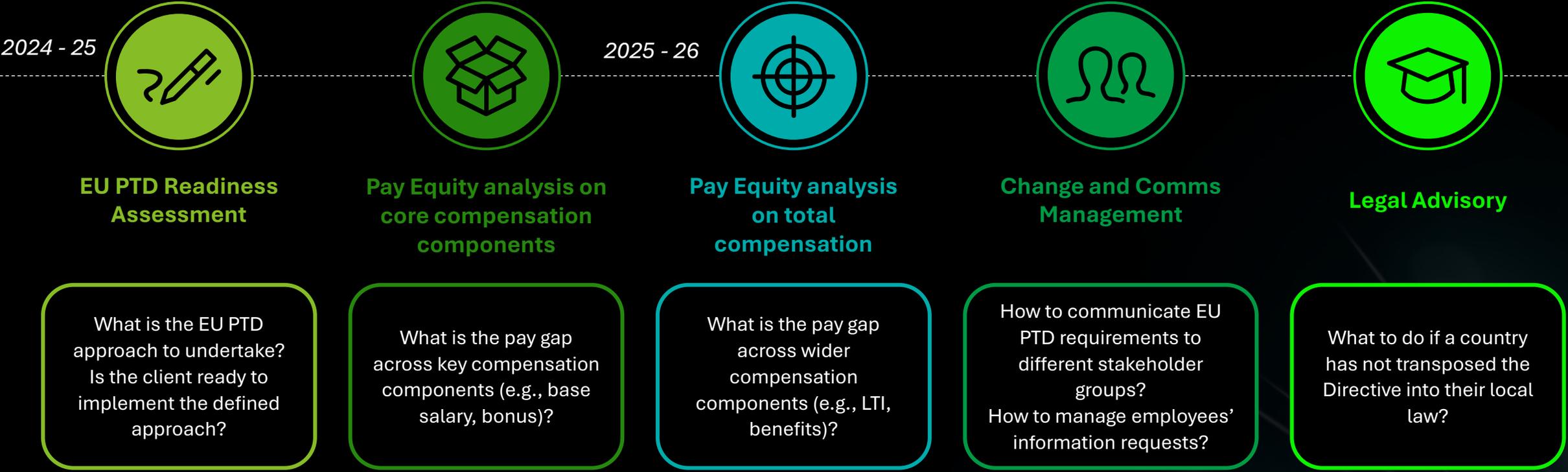
I am not involved, but have tried to raise the global mobility implications

D

I am not involved, and have not yet raised the global mobility implications

Our EU PTD journey supporting our Reward clients

Over the past six months there has been an increased awareness on EU PTD requirements, with Reward functions leading on this.



Adjacent work that emerged:



The EU Pay Transparency Directive

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At what stage are your Reward team at in their EU PTD implementation journey?

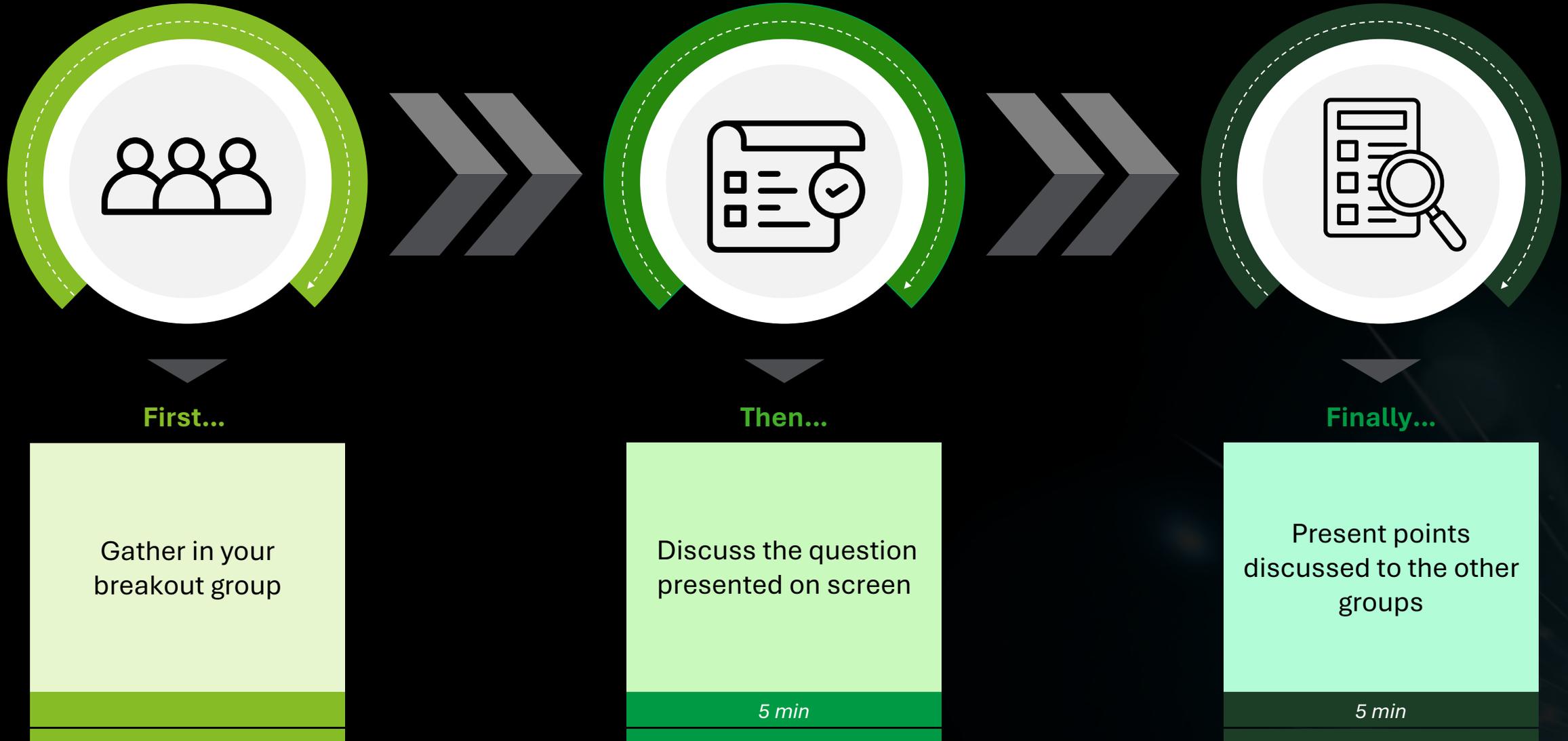
- A They have not started looking at the EU PTD
- B There are initial discussions and planning work taking place
- C Policies and processes are being drafted
- D Policies and processes are being implemented
- E Implementation has been completed
- F Not sure

Breakout Group Discussion



The EU Pay Transparency Directive

Breakout Group Discussion



The EU Pay Transparency Directive

Breakout Group Discussion

Why is the EU Pay Transparency Directive relevant to Global Mobility functions?



The EU Pay Transparency Directive

Breakout Group Discussion

How should organisations address EU PTD from a Global Mobility perspective?



Our Methodology to address EU PTD for Global Mobility functions

Create Global Mobility Framework

Identifying treatment of
i) move types and country where to report to, ii) impact of assignment benefits, iii) worker categorization and iv) rationale and justification to support the framework.

Framework stress-testing for each category of workers

Quantify Global Mobility impact on gender pay gap metrics

Provide internal education for all impacted stakeholders

Review existing Global Mobility policy suite and application

Update Global Mobility processes and governance

Draft wording to include in the right-to-information responses and local reporting

Phase I

Phase II
(based on Phase I outcome)

The EU Pay Transparency Directive

Personal reflection

When you return to the office, what steps will you commit to make to move forward EU PTD compliance considering your globally mobile employees?



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Please share your key takeaway from this session



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