

*This policy covers more than one jurisdiction and may be subject to variation on a case by case basis in order to comply with local laws and requirements or to follow legal advice. The Company reserves the right to adopt supplemental guidance to be read alongside this policy. This policy should be interpreted in a way that is consistent with local law and, to the extent that it may be inconsistent, local law shall prevail.*

### **Equal work, equal pay commitment**

At Global University Systems (GUS), we strive to uphold the principle of equal pay for equal work, in accordance with the Equality Act 2010 and the Equality and Human Rights Commission (EHRC) Statutory Code of Practice on equal pay.

We aim to compensate all employees fairly and equitably for their contributions, regardless of gender or background. Our organisation seeks to minimise biases in pay, basing compensation on factors such as skills, qualifications, experience, and performance, while fostering an inclusive environment where everyone can thrive. We are committed to addressing pay disparities through various means, which may include:

- Developing transparent, merit-based compensation practices that aim to reduce gender bias and other potentially discriminatory factors.
- Periodically reviewing our pay structures across regions to promote fairness and align with local and international standards.
- Ongoing efforts to ensure that employees in similar roles with comparable experience and performance are compensated equitably, taking into account relevant factors.

By embracing these principles, we aim to create a workplace where every employee feels valued, respected, and fairly compensated for their contributions, fostering a culture of equality that drives our collective success.

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