

Gender Pay Gap Policy

1. Policy Statement

SeenEm[®] is committed to equality, fairness and transparency in pay and employment practices. We recognise the importance of eliminating gender-based pay disparities and are committed to complying fully with the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

At present, SeenEm[®] does **not employ any individuals** and therefore is **not required to calculate or publish gender pay gap data**. No gender pay gap reporting currently exists for SeenEm[®].

2. Current Position

As SeenEm[®] does not currently have employees:



There is **no workforce pay data**



There is **no reportable gender pay gap**



There is **no statutory reporting obligation at this time**

This position will be reviewed immediately upon SeenEm[®] employing staff.

3. Legal Framework

This policy is aligned with:



Equality Act 2010



Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Employment Rights Act 1996

4. Future Commitment

Once SeenEm[®] employs staff and meets the statutory threshold for reporting, we will:



Collect and analyse pay data accurately



Publish gender pay gap information in line with statutory deadlines



Report transparently using the prescribed methodology



Publish results on our website and the UK Government gender pay gap reporting portal where required

5. Principles of Fair Pay

SeenEm[®] is committed to:



Equal pay for equal work



Fair, objective and transparent pay structures



Non-discriminatory recruitment, promotion and reward processes



Decisions based on merit, experience and business need

6. Monitoring and Review

Once reporting obligations apply, SeenEm[®] will:



Review pay practices regularly



Investigate and address any identified pay disparities



Take proportionate action to support equality and inclusion

7. Communication

SeenEm® will communicate gender pay gap information clearly and transparently once reporting obligations apply.

Until such time, this policy serves as a **statement of intent and compliance readiness**.

8. Review and Approval

This policy will be reviewed:



Annually, and



Immediately upon SeenEm® employing staff

Approved by: The Board of SeenEm®

Status: Policy in place – reporting not currently applicable

Review frequency: Annual or upon employment of staff

Approved by: The Board of SeenEm®

Review frequency: Annual