

# Empower Your Pay Transparency Journey.

As global pay transparency legislation moves to eradicate gender pay gaps, Workday and Kainos have forged a strategic alliance delivering a trusted and highly integrated pay transparency solution that transforms complex pay data into a clear, competitive edge, and empowers leaders to make informed and proactive pay equity decisions.

## Pay Transparency Analyzer powered by Kainos.

Pay Transparency Analyzer powered by Kainos, helps organizations meet complex pay transparency requirements and global pay equity challenges, while driving a more equitable, engaged, and productive workforce.

Our comprehensive pay equity solution provides you with the control and clarity you need to help your organization meet its compliance needs. Built deeply and securely into the Workday HCM Suite, Pay Transparency Analyzer powered by Kainos consolidates your Workday and external reward and benefit data, providing a single and secure trusted source for all pay equity analysis.

- **Navigate the Regulatory Landscape With Greater Confidence:** Leverage pre-built reports and guided processes designed to help you seamlessly address country-specific pay gap reporting and right-to-information requests.
- **Turn Data Into Decisive Action:** Move from identifying pay gaps to understanding and explaining them, to budgeting for remedial change, supported by rich statistical analysis of trends and outliers.
- **Build a Reputation For Fairness:** Provide employees and candidates with transparent, secure access to their own compensation data, fostering trust and strengthening your employer brand.

Having all pay data consolidated in Workday, your secure system of record, you eliminate silos and reduce risk. You gain the confidence to lead with transparency, backed by a robust security and audit framework, ensuring every pay decision is informed, strategic, and fair. Employees can access information, analyze, and drill down into their pay and reward data. Reward partners receive comprehensive reporting and analysis of pay equity status and receive guided suggestions on how to implement potential changes.

### Key Benefits

- A dedicated Right to Information request process for employees, built into your core HCM system, with configurable approvals and the ability to use both actual and target pay.
- Location specific, multi pay element pay ranges on job requisitions and adverts for candidate right to information.
- Calculation of unadjusted pay gaps with pre-built reports and dashboards for analysis and country specific reporting helping you comply with statutory requirements.
- An AI powered pay equity engine that calculates adjusted gaps based on various factors, offers pay gap explanations, and suggests budgeted recommendations to help close gender based gaps.
- Country specific configurability for reward elements, worker categorisation, minimum employees in group (in relation with privacy considerations) and more.
- Ability to bring external reward data into Workday, with automated data preparation and consolidation to create a source of secure, complete and audited total reward data.
- Create custom reports, analytics, calculations and workbooks using consolidated Pay Transparency Analyzer reward data.
- Distributable Total Rewards Statement (Securely Accessible on Workday Worker Profile).
- Action Plans to deal with Pay Disputes and Assessments.

## **Adapt with agility through unified data governance and enterprise-wide visibility of pay equity.**

Our complete, connected suite can provide a single, secure source of truth for all compensation data—from salary and bonuses to contingent labor costs. This unparalleled visibility enables you to make pay equity decisions with greater confidence and proactively deliver compensation insights across all forms of reward, ensuring fairness for all while driving strategic alignment. Using right-time, secure pay data, you can support transparency initiatives for hiring, promotions, and career development, effectively future-proofing your organization against market shifts and helping anticipate regulatory changes. Stay ahead of the curve by gaining actionable insights that drive strategic planning and future-ready transparency initiatives so you can proactively prepare for evolving regulations, and respond to employee expectations and business goals.

## **Power real-time pay equity actions with analytics and reporting.**

Move from reactive reporting to proactive leadership. Pay Transparency Analyzer powered by Kainos leverages AI powered insights to detect disparities, model outcomes, and confidently monitor possible pay gap thresholds. This enables you to drive cross-functional alignment and standardize pay practices with explainable, gender-neutral job architecture and multidimensional modeling of pay equity outcomes, built for transparency and action, giving you a powerful edge in the war for talent.

## **Support your compliance efforts with an extensible framework facilitating audit-readiness.**

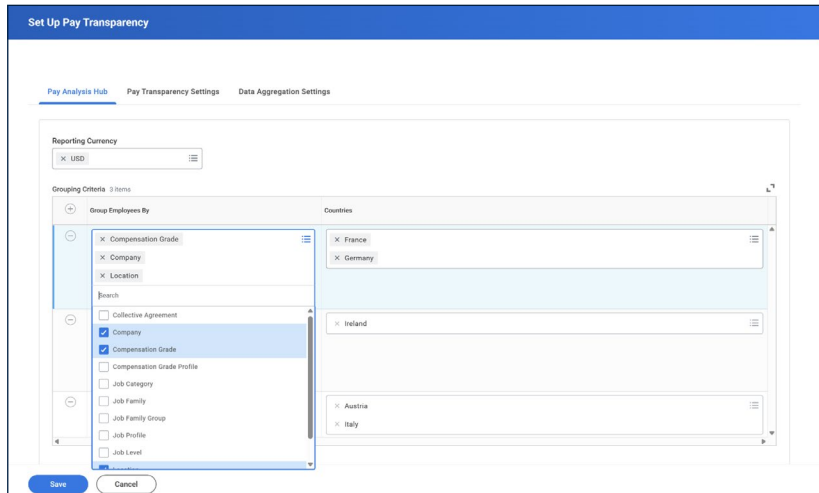
Workday is designed to help you meet upcoming compliance challenges in the area of pay transparency. Our solution provides a self-service foundation with systematic reporting workflows and a consistent user experience, enabling your organization to streamline pay transparency reporting and helping it stay ahead of enforcement deadlines.

With a consistent audit and security model from input to action, your organization will benefit from data protection and a framework facilitating audit readiness at every step. Our scalable reporting infrastructure enables the use of pre-configured templates to help address pay equity reporting and distribution and our business process framework will help you manage and monitor any pay transparency driven compliance requirements.

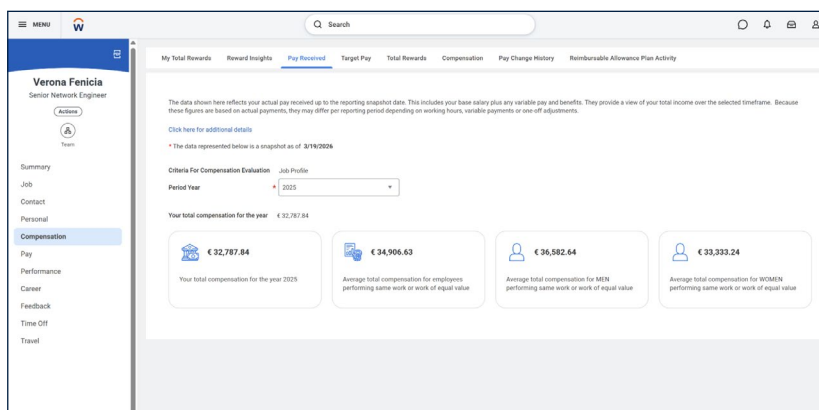
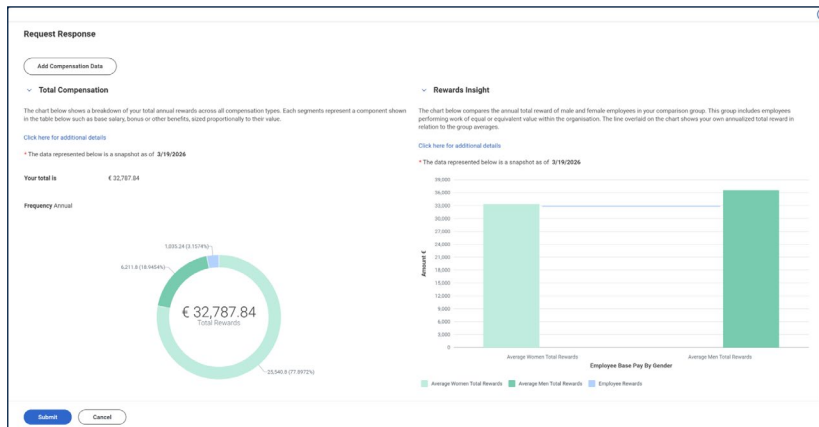
This empowers your organization to stay agile and focus on what matters most, maximizing your readiness in response to fast-changing regulations and building a culture of trust and transparency.

# Preparing for Pay Transparency.

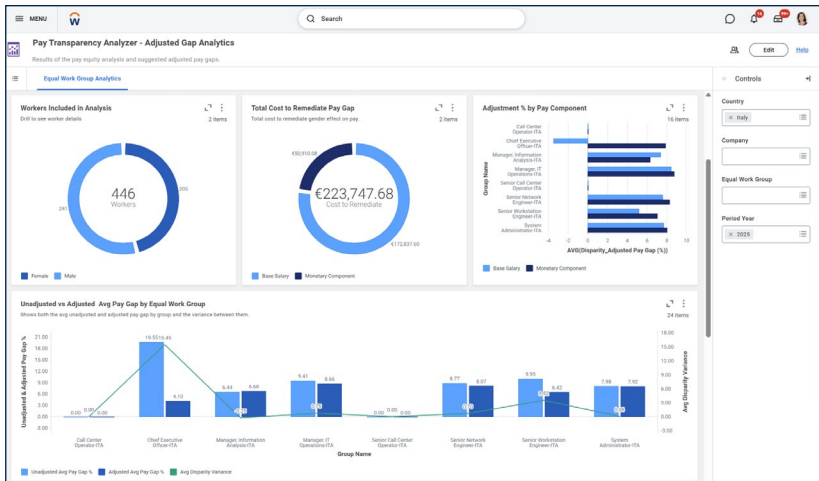
- **Get Your Data Ready to Support Your Compliance Efforts:** Consolidate organisational reward data using robust and automated data preparation tools.
- **Configure Your Worker Categorisations:** Use the built in configuration tools to group your employees to ensure you are comparing workers doing the same work or work of equal value.



- **Tackle the Right to Information Challenge:** Use delivered business processes to help you manage the right to information with configurable approvals and secure distribution of sensitive employee data, directly in Workday.



- Review and Close Your Pay Gaps:** Pay Transparency Analyzer provides a full cycle approach for reviewing and helping you close your pay gaps by including both unadjusted gender pay gap calculations and an AI powered pay equity engine. The engine explains unadjusted gaps by analysing gender neutral factors, such as performance, and from this creates a new “adjusted gap”. It provides the reasons for any adjustments in plain language and finally suggests budgetary recommendations for remedial action where gaps cannot be explained.



Pay Gap Disparity - Italy

Filter Criteria

View Reasons for Adjustments

Period Year	Group	Pay Component	Unadjusted Avg. Pay Gap %	Adjusted Avg. Pay Gap %	Reasons for Adjustment
2025	Manager, Information Analysts-ITA	Base Salary	19.55	19.55	7.4% Full Time Equivalence Years of Service
2025	Manager, Information Analysts-ITA	Monetary Component	0.00	0.00	0.23% Years of Service Weighted Avg. Review Rating
2025	Manager, IT Operations-ITA	Base Salary	8.44	8.44	8.47% Years of Service Weighted Avg. Review Rating
2025	Manager, IT Operations-ITA	Monetary Component	0.00	0.00	8.76% Years of Service Weighted Avg. Review Rating
2025	Senior Call Center Operator-ITA	Base Salary	0.00	0.00	0%
2025	Senior Call Center Operator-ITA	Monetary Component	0.00	0.00	0%
2025	Senior Network Engineer-ITA	Base Salary	8.77	8.77	7.6% Years of Service Weighted Avg. Review Rating
2025	Senior Network Engineer-ITA	Monetary Component	0.00	0.00	8.7% Years of Service Weighted Avg. Review Rating
2025	Senior Workstation Engineer-ITA	Base Salary	9.90	9.90	8.76% Years of Service Weighted Avg. Review Rating
2025	Senior Workstation Engineer-ITA	Monetary Component	0.00	0.00	0%
2025	System Administrator-ITA	Base Salary	7.18	7.18	5.16% Years of Service Weighted Avg. Review Rating
2025	System Administrator-ITA	Monetary Component	0.00	0.00	

To learn more about how Pay Transparency Analyzer powered by Kainos can help your organization foster a culture of pay equity, [visit our website](#).