



PAY EQUITY &
TRANSPARENCY

Pay Equity & Transparency

Fair, transparent pay practices that build trust and compliance.



Why Pay Equity Is Central to **HR** Leaders' Strategy

Pay equity has become a CPO priority, sitting at the intersection of regulation, reputation, and employee trust, with direct and highly visible implications for organisational credibility and leadership trust.

- **Compliance Pressure Is Increasing**

The EU Pay Transparency Directive and evolving national requirements demand more than headline reporting. Employers are expected to evidence pay gaps, explain causes, and demonstrate credible action.

- **Legal Exposure Is Rising**

As transparency increases, so does the risk of discrimination claims. Poorly evidenced decisions, inconsistent frameworks, or weak narratives can quickly escalate into formal legal challenges.

- **Reputational Risk Is Harder to Contain**

Pay equity is increasingly visible to customers, boards, regulators, and the broader market. Perceived lack of progress or unclear explanations can quickly damage employer brand and stakeholder confidence.

- **Attraction, Retention and Inclusion Are Directly Affected**

When pay equity is unclear or unconvincing, organisations struggle to attract diverse talent, retain key employees, and sustain confidence in reward and progression decisions.



Pay Fairness **Made Visible**

Innecto helps organisations audit, report, and act on pay equity with independence, rigour, and real-world judgement. We bring together deep HR consulting expertise and digital precision to help HR leaders make pay equity decisions that are fair, defensible, and workable in practice, not just compliant on paper.

What Makes the Innecto Approach Different



Independent, Evidence-Led Judgement

We are independent specialists in pay and reward. Our analysis is objective, market-informed, and defensible, giving HR and leaders confidence under scrutiny.



Grounded in Real HR Experience

We've designed and operated reward frameworks ourselves. That means our recommendations account for organisational complexity, legacy structures, and the realities HR teams face day to day.



Consulting Depth, Digital Scale

We combine deep consulting expertise with proprietary HR technology to deliver insight faster, apply frameworks at scale, and embed fairness into everyday work, not just annual reviews.

Our unique approach **balances transparency with commercial reality**, enabling organisations to build trust, manage risk, and maintain control as expectations around pay equity continue to rise.

Pay Equity & Transparency Specialisms

Pay equity becomes credible only when rigorous analysis, legally robust frameworks, and market insight work together to support bias-free decisions. Innecto supports organisations across four tightly connected areas.

■ Equal Pay Audits

Identify and address pay disparities across roles and demographics.

■ Pay Gap Reporting

Deliver accurate and insightful pay gap reporting that stands up to scrutiny.

■ Pay Transparency Readiness

Audits, realistic roadmaps and supporting frameworks to align with your transparency objectives.

■ DE&I Consulting

Develop evidence-based action plans that drive measurable progress in inclusion.

These capabilities are designed to work together, giving HR a coherent, defensible approach to pay equity rather than a set of disconnected outputs.





FROM PRINCIPLE TO PRACTICE

Digital Enablement to Scale

Pay equity demands consistency, control, and the ability to scale decisions fairly across complex, changing organisations.

Innecto's HR tech, built by HR for HR, enables faster insight, repeatable decision-making, and scalable delivery without losing professional judgement or context.

Powered by global market data and proprietary algorithms, our digital tools help HR teams embed pay equity into everyday reward.

PayLab

Market data and salary benchmarking platform for evidence-based pay decisions.

Evaluate

Digital role assessment and levelling tool that delivers consistent, fair, and defensible job evaluation.

Advance

Digital pay review and bonus management platform for fair, transparent, and efficient pay review processes.

Pathfinder

AI-powered career pathways that support transparency around progression decisions.

Innecto Delivers Pay Equity & Transparency

Pay equity is only credible when it stands up to scrutiny from employees, boards, regulators, and the wider business. We give HR leaders the clarity, competitiveness, and commercial outcomes needed for today's talent market.



Clarity

Data-led insight into pay equity, gaps, and DE&I progress, focused on what matters most.



Competitiveness

Fair and transparent pay practices that strengthen your Employee Value Proposition (EVP) and support attraction and retention.



Commerciality

Reduced exposure to disputes, fines, and reputational damage through robust, defensible frameworks.



"Innecto took the pain out of gender pay reporting, ensuring an accurate submission while giving us real insight into the drivers behind the figures. We now feel far more confident using our results to shape future recruitment and talent strategies."

Rosie Ranganathan, People Director, England & Wales Cricket Board

Your Credible Partner for Modern HR

Innecto is the UK's largest independent pay and reward consultancy. Rooted in lived HR experience, our human-centred approach, combined with legally robust frameworks, data-driven insights, and proprietary tools, cuts through the noise to deliver clarity, competitiveness, and commercial outcomes that HR leaders need in today's talent market.

We partner with organisations tackling complex reward, pay equity, and transparency issues, from public companies to well-known brands, where judgment, independence, and defensibility are essential.

Trusted by 100+ leading UK organisations every year.



"The depth of insight from Innecto gave us a completely new perspective on our equal pay position. The team quickly understood the complexity of our frameworks and delivered clear, executive-ready outputs that helped us identify priority actions with confidence."

**Paula Dodd, Head of People Solutions,
Newcastle University**



Ready to Prove the Fairness of Your Reward Practices?

Talk to us about pay equity and transparency solutions that strengthen trust, support compliance, and stand up to scrutiny.

Speak to an Innecto
expert today.

hello@innecto.com