

Equal Pay Summer Offering

From insight to action:
accelerate your readiness for
EU Pay Transparency

Why act now?

June 2026

January 2027

Ongoing reporting requirement

Directive enters into force

NL Expected implementation

The EU Pay Transparency Directive introduces **mandatory pay gap reporting and full transparency of pay structures**. This requires transparent and explainable reward practices for work of equal value. With implementation deadlines approaching, **understanding current readiness and prioritizing actions to close gaps is key**.

Where do you stand today?

To accelerate your path towards compliance, a **clear and structured understanding of your current state is essential**. This means:



Understanding which pay gaps exist

Being able to explain and document differences using objective criteria

Ensuring transparency in policies and structures

Preparing for ongoing reporting, governance and communication

How can the Summer Offering help?

Our Equal Pay Summer Offering is designed as a **focused, ~6-week assessment** that brings clarity on your readiness in a short timeframe. Following a data gathering period, we combine **data analysis, policy review, and interactive sessions**, to provide a clear view on your current position and what needs to happen next, resulting in:

- ✓ **Pay gap insights:** *Which gaps exist and what drives them*
- ✓ **Overview on risks and readiness:** *Key gaps in data, policies and structures*
- ✓ **Clear next steps:** *Practical actions to address gaps and move towards compliance*





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What can you expect?

After the necessary data and documentation has been collected by you, we **work with your team in a structured and hands-on way**, to move from data to clear, actionable next steps.



Prepare data and documentation
Collect and structure required data and inputs



Build a clear view of your starting point
Create a shared understanding of the current situation and ensure readiness for pay gap analysis



Perform analysis and validate findings
Perform pay gap analysis, review policies and pay structures including job architecture, job evaluation framework, and validate findings



Report results & co-create roadmap
Report-out and roadmap co-creation during an interactive session in KPMG's Insights Center –



6-week period

Gain insights with your team

This offering is designed as a **focused sprint that combines your organizational knowledge with our expertise**. Through data analysis, policy reviews and interactive working sessions, we work together to **uncover insights, validate findings and define practical next steps towards pay transparency readiness**.

Ready to understand your Equal Pay readiness? Contact our team:

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