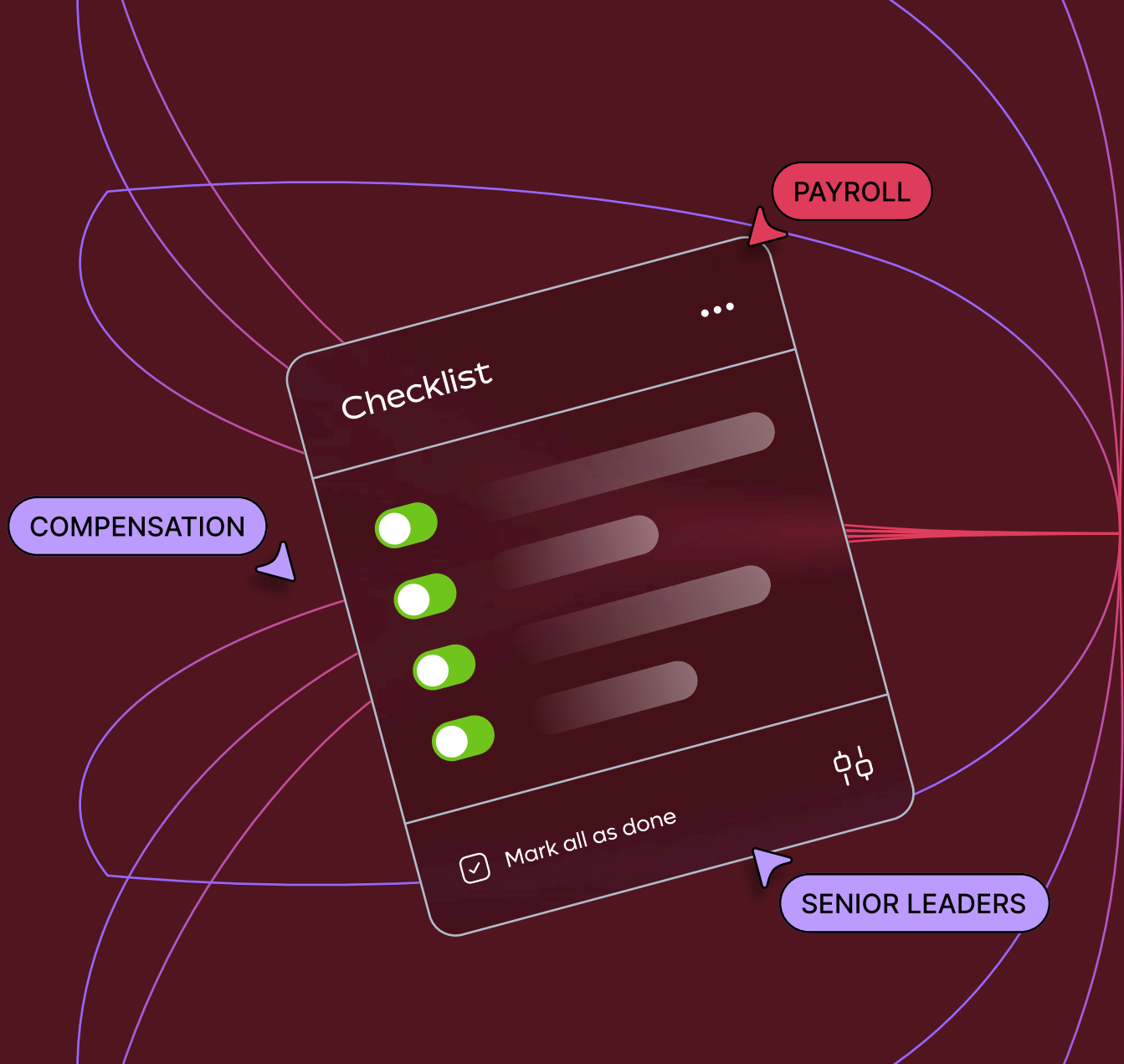


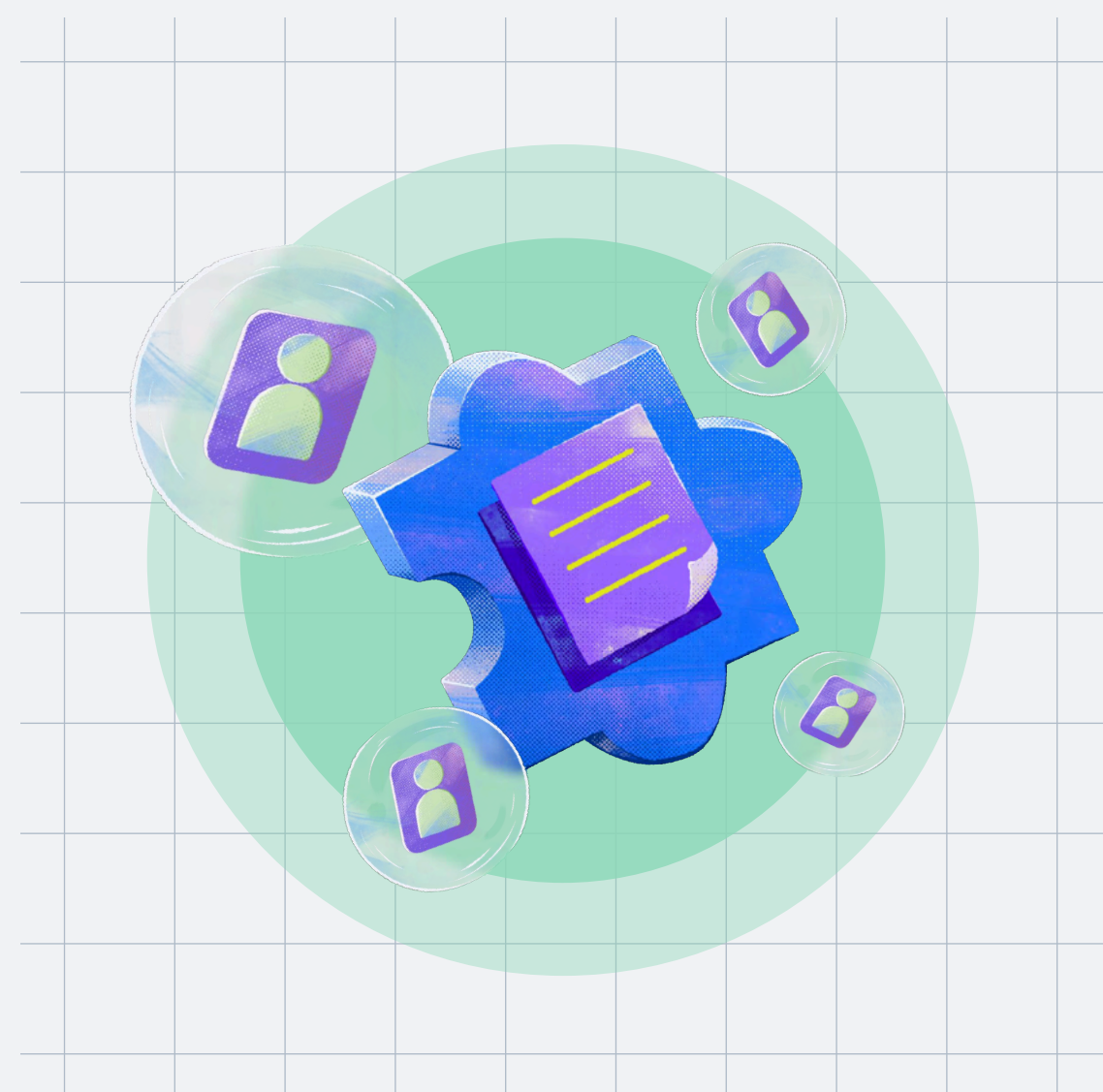
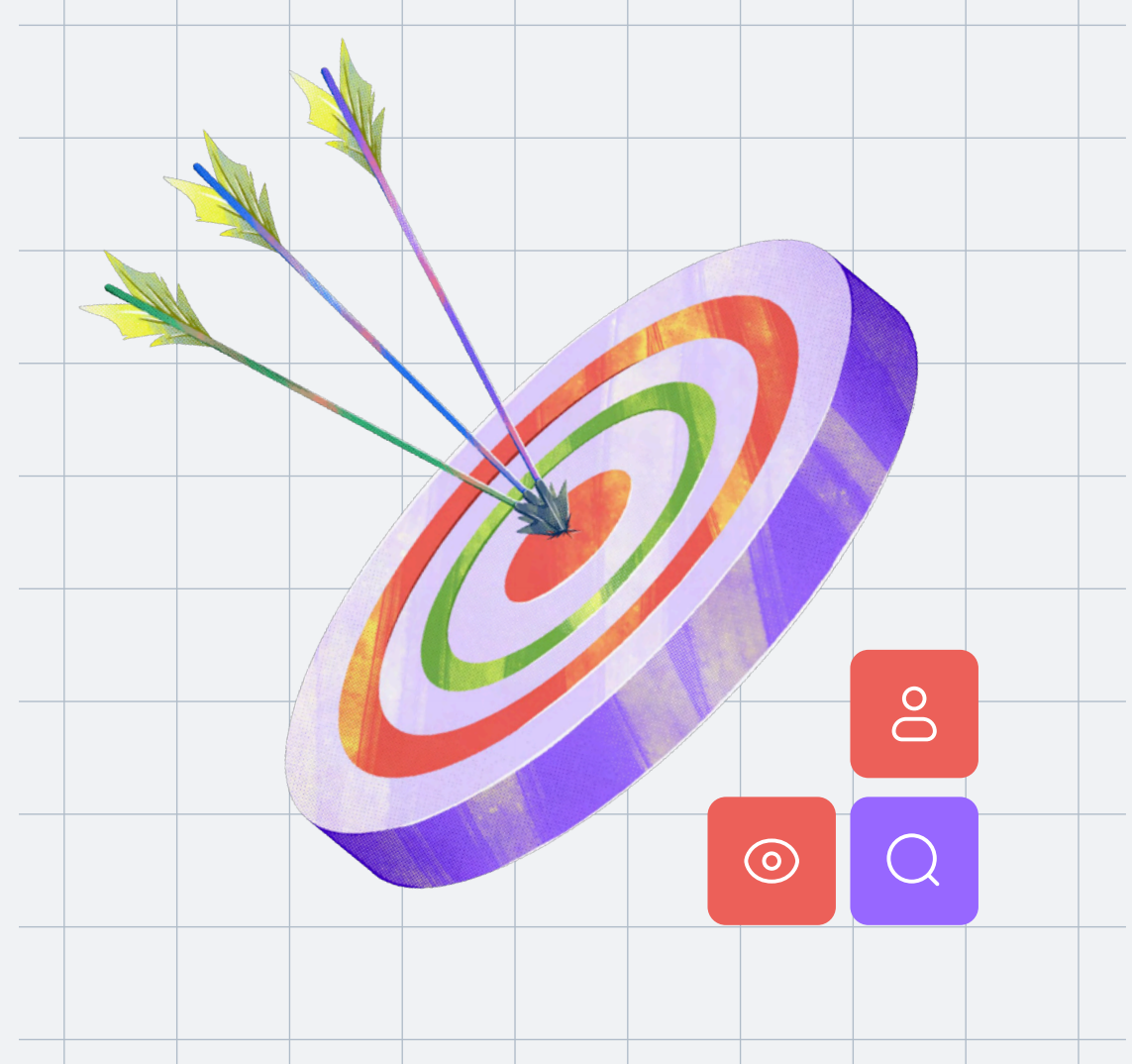
The pay transparency audit checklist

This checklist is designed for senior leaders to evaluate their current payroll and compensation strategy.



Strategic alignment and culture

- 1 Define your transparency philosophy**
Have you decided on and documented whether your organization follows a "pay-match," "pay-lead," or "localized" (set pay where the employee lives) compensation strategy?
- 2 Assess leadership comfort**
Are your managers trained to discuss pay decisions, or do they refer all questions to HR? 40% of employees currently feel uncomfortable asking for a raise; clear communication starts at the top.
- 3 Review the "Why"**
Do you have a clear internal narrative that explains how pay is determined (market data, performance, tenure) to ensure employees feel valued rather than just "processed"?

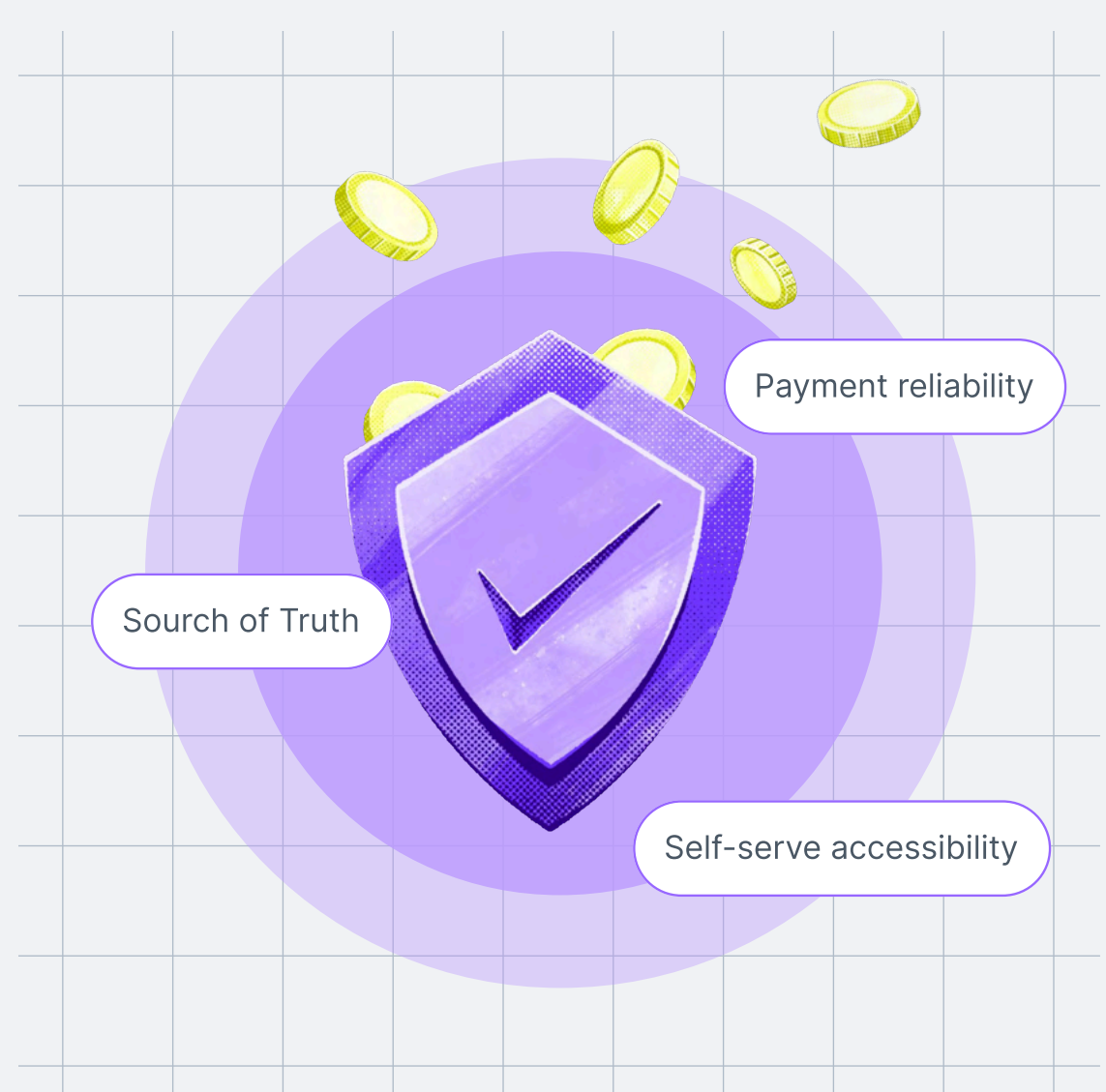


Compliance and regulatory readiness

- 4 Map regional requirements**
Have you audited your presence against the EU Pay Transparency Directive and emerging U.S. state laws (e.g., CA, NY, WA)?
- 5 Salary range visibility**
Are salary bands included in all global job postings, regardless of whether it is legally mandated in that specific region?
- 6 Audit-ready data**
Can your current systems produce a gender pay gap report or a cross-border equity analysis in under 24 hours?

Payroll infrastructure and accuracy

- 7 Consolidate your "Source of Truth"**
Are you using a unified platform for global payroll, or are you chasing CSV files from five different local providers?
- 8 Verify payment reliability**
41% of employees value payment reliability over extra perks. Do you have a 99.9% on-time, error-free payment record across all currencies?
- 9 Self-service accessibility**
Can every employee access their payslips, benefits, and tax deductions through a single, secure portal?

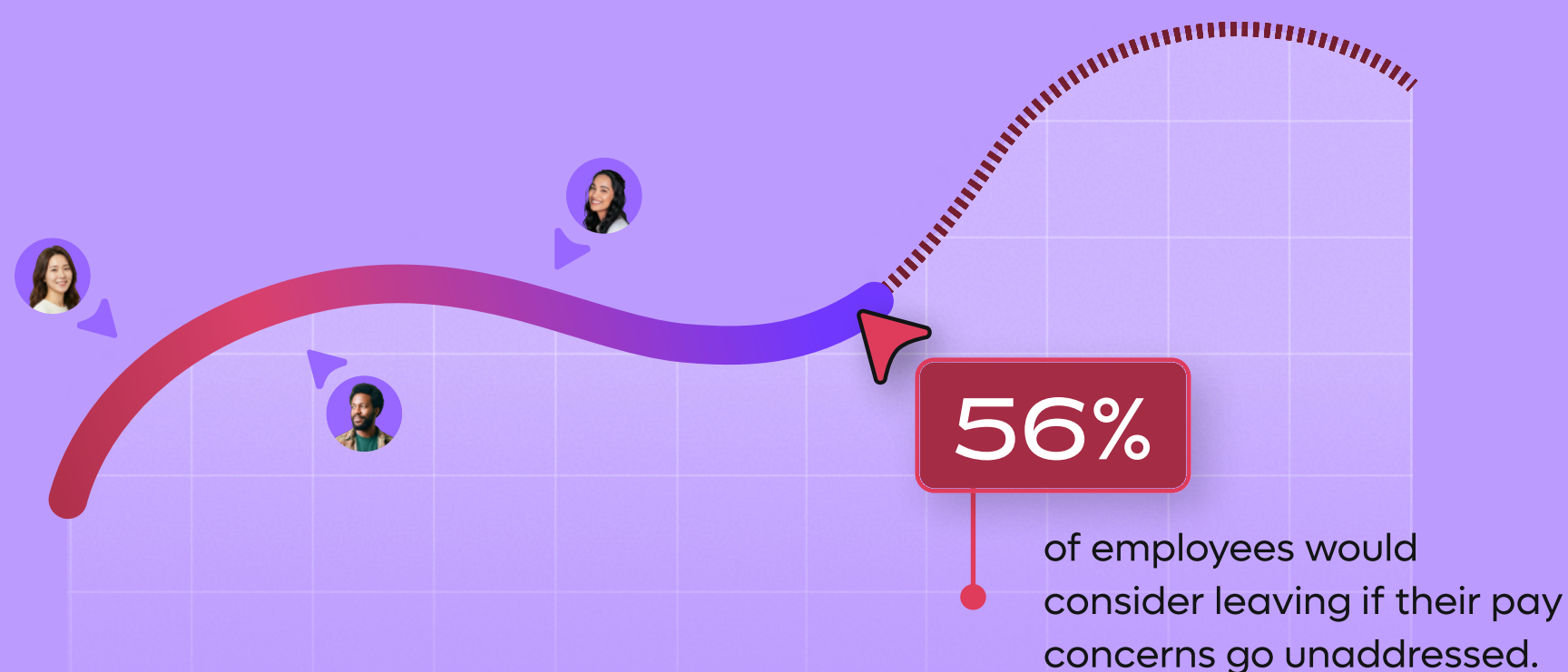


Future-proofing the employee experience

- 10 Evaluate flexible pay options**
Are you equipped to offer payroll features like instant payments or digital wallets to stay competitive with younger talent (88% of whom are currently satisfied but expect high flexibility)?
- 11 Global mobility framework**
When an employee moves countries, do you have a standardized process for cost-of-living adjustments that feels fair and transparent?

The Outcome

If you checked fewer than 10 boxes, your organization may be at risk of "transparency friction"— where talent leaves because they don't understand their value.



Next step

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