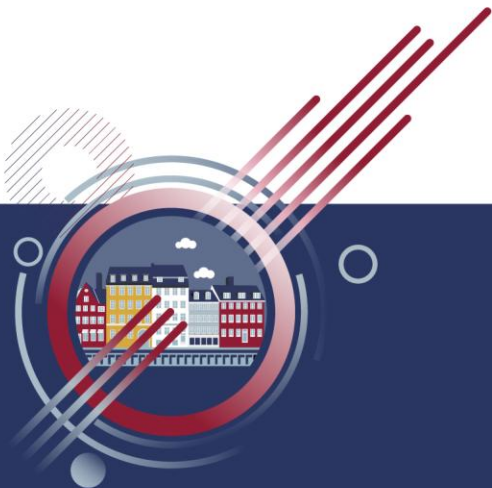


ACC EUROPE ANNUAL CONFERENCE

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This session is held under the **Chatham House Rules**

From Compliance to Competitive Edge? Pay Transparency as a Talent Magnet



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The EU Pay Transparency Directive in a nutshell

Wage system with objective criteria

- Employers must use:
 - objective
 - gender-neutral criteria
- Job evaluation systems must consider:
 - skills
 - effort
 - responsibilities
 - working conditions



Transparency during recruitment

- Applicants must receive information on the initial pay level or pay range for the position
- Collective agreement disclosure
- Ban salary history questions

Reporting obligations

- From >100 employees.
- Frequency depending on size employer
- Average and median wage over categories of employees → including employees with 'comparable work'.



Evaluation

- Unjustified pay difference > 5% → remedy is required
- Not remedied within 6 months? → Action plan required Works council approval required



Individual information right

- Employees have the right to request:
 - Their individual pay level
 - Average pay levels (by gender) for comparable roles
- Employer obligations:
 - Info within 2 months
 - Inform employees annually of this right

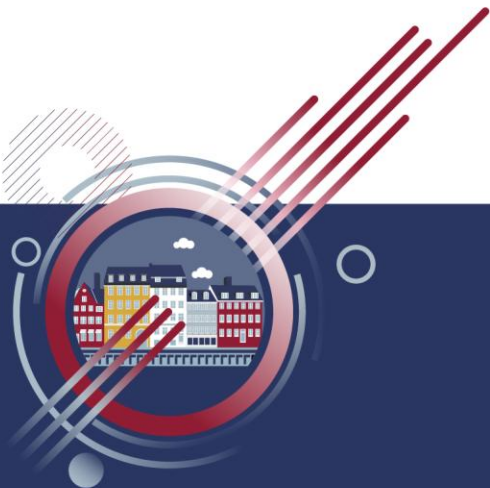


Enforcement

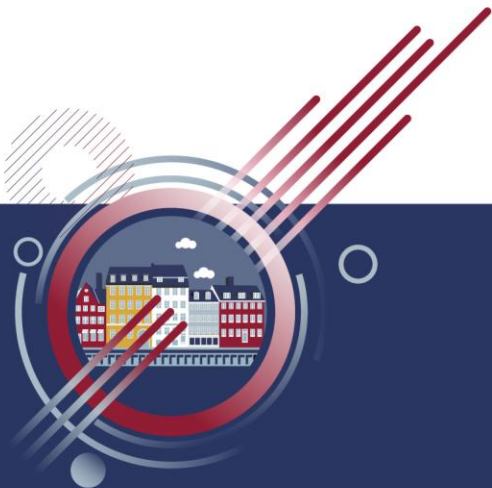
- Enforcement by local authority
- Publication of results
- Administrative fines for non-compliance
- Shift of burden of proof



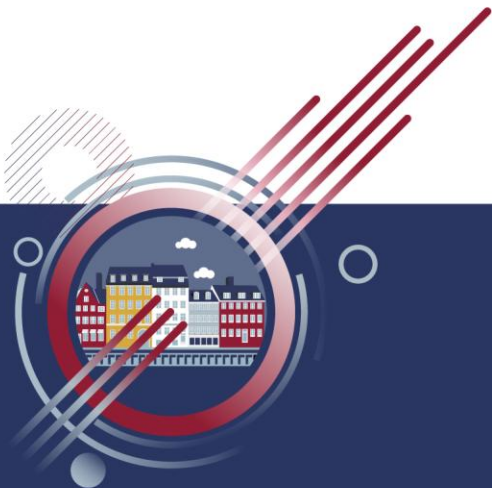
= Social partners involvement



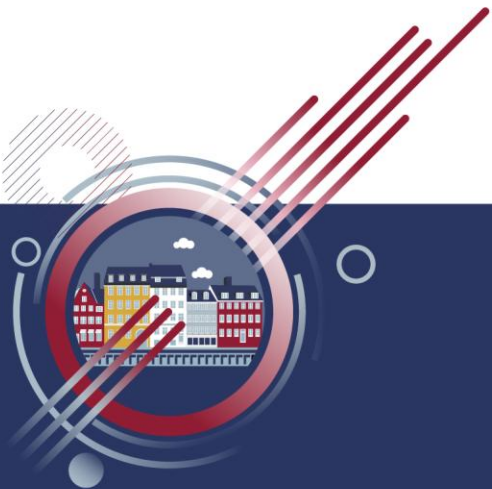
Navigating the “Glocal” friction



Comparable work



Definition of Pay



Transparency during the recruitment phase