

Workday Customers Move From Compliance to Competitive Edge With AI as EU Pay Transparency Directive Deadline for Transposition Passes

David Lloyd Clubs, Fugro, and Kongsberg Use Workday's Pay Transparency Analyzer, Powered by Kainos, to Navigate EU Pay Transparency Mandate

LONDON, UK, June 11 2026 - [Workday, Inc.](#) (NASDAQ: WDAY), the enterprise AI platform for HR, finance, and IT, today announced increased adoption of its [Pay Transparency Analyzer powered by Kainos](#) following the June 2026 deadline for EU Member States to transpose the EU Pay Transparency Directive's requirements into national law. To help ensure readiness for this legislation, organisations are moving away from disconnected legacy systems and turning to Workday to help consolidate HR data, close pay gaps, and turn pay transparency into a strategic advantage.

A Readiness Gap is Leaving Most Employers Exposed

The shift toward greater pay transparency is redefining the employer-employee relationship, yet research reveals a readiness gap. Though the June 2026 deadline for Member States to transpose the directive into national law has passed, only 14% of organisations globally have fully implemented a transparency strategy^[1]. European employers are even further behind the global average, at just 9%.

Under the new directive, organisations must report on base salaries in addition to all forms of variable pay, which may include bonuses, overtime, allowances, and pensions. That kind of reporting is complex when pay data lives in disconnected systems. Pay Transparency Analyzer powered by Kainos securely brings together internal and external pay data so HR teams can categorise workers, detect pay gaps, and explain pay clearly to employees.

Pay Equity is Becoming a Talent Strategy, Not a Compliance Check Box

Forward-thinking enterprises recognise that pay equity is not only a compliance exercise but a competitive necessity. As 50% of global organisations struggle to retain their best talent, Workday [research](#) shows fair compensation remains the top driver of loyalty for tenured employees. Transparent pay practices turn pay from a transaction into a signal of trust, showing employees that their work is fairly valued.

"The EU Pay Transparency Directive is a defining moment that elevates pay equity from a regulatory hurdle to a core driver of employee trust," said Angelique De Vries-Schipperijn, president, EMEA, Workday. "By unifying their people and pay data, acting on the insights and suggestions surfaced by AI, our customers gain a powerful strategic advantage in a highly competitive talent market. We are proud to partner with these forward-thinking organisations as they leverage AI to close pay gaps, foster transparency, and set the standard for a fairer future of work."

[Fugro](#), a global leader in Geo-data solutions, is preparing to adopt Pay Transparency Analyzer powered by Kainos as part of its broader push for equitable pay practices across its European operations. Fugro is joined by [David Lloyd Clubs](#), Europe's leading health, fitness, and wellness group, and [Kongsberg](#), global leader in high-technology systems and marine solutions, who have moved quickly to establish a centralised data platform for their people and total rewards data.

"At Fugro, we see pay transparency as a reflection of strong data governance, not just as a requirement," said Karen van den Heuvel, global head of rewards, Fugro. "By building trusted HR data and clear ownership, we're creating the foundation for fair, consistent, and accountable pay decisions."

Workday's Pay Transparency Analyzer powered by Kainos is available to organisations across Workday's 135 countries of operation. With the pay transparency directive now being implemented across Europe, global organisations have a clear opening: meet the new requirements and turn pay transparency into a real competitive advantage.

"Treating pay transparency as a simple checkbox risks leaving businesses ill-prepared for a fundamental shift in workforce expectations," said Damien Taylor, CTO for Workday Products, Kainos. "Organisations that treat this directive as a strategic opportunity to modernise their compensation practices, rather than a mere compliance exercise, are establishing a clear competitive advantage."

About Workday

[Workday](#) operates at the heart of the enterprise – HR, finance, and IT – where the margin for error is effectively zero. By tightly coupling AI with the context, guardrails, and trusted processes that run the business, Workday goes beyond AI that assists work to agents that do the work and drive measurable outcomes. More than 11,500 organisations worldwide, including more than 65% of the Fortune 500, trust Workday to deliver. For more information about Workday, visit [workday.com](#).

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This press release contains forward-looking statements including, among other things, statements regarding Workday's plans, beliefs, and expectations. These forward-looking statements are based only on currently available information and our current beliefs, expectations, and assumptions. Because forward-looking statements relate to the future, they are subject to inherent risks, uncertainties, assumptions, and changes in circumstances that are difficult to predict and many of which are outside of our control. If the risks materialize, assumptions prove incorrect, or we experience unexpected changes in circumstances, actual results could differ materially from the results implied by these forward-looking statements, and therefore you should not rely on any forward-looking statements. Risks include, but are not limited to, risks described in our filings with the Securities and Exchange Commission ("SEC"), including our most recent report on Form 10-Q or Form 10-K and other reports that we have filed and will file with the SEC from time to time, which could cause actual results to vary from expectations. Workday assumes no obligation to, and does not currently intend to, update any such forward-looking statements after the date of this release, except as required by law.

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^[1] Mercer. (2026). 2026 Global Pay Transparency Survey.

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<https://en-gb.newsroom.workday.com/2026-06-11-Workday-Customers-Move-From-Compliance-to-Competitive-Edge-With-AI-as-EU-Pay-Transparency-Directive-Deadline-for-Transposition-Passes>