



## Shin-Etsu Handotai Europe Ltd. – Gender Pay Gap Report 2018

As an employer with more than 250 employees we are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of males and females in our organisation. The calculations are based upon employees and pay on 5<sup>th</sup> April 2018.

We are required to publish the findings on our website and also the Government Gender Pay Gap website: <https://gender-pay-gap.service.gov.uk/Viewing/search-results>.

### Gender pay and bonus gap

Difference between men and women	Mean average	Median middle
Gender Pay Gap	14.0%	9.3%
Gender Bonus Gap	26.0%	7.1%

### Proportion of employees receiving a bonus

Male	100%
Female	100%

### Proportion of males and females in each pay quartile

	Male	Female
Upper quartile	89.8%	10.2%
Upper middle quartile	78.9%	21.1%
Lower middle quartile	67.0%	33.0%
lower quartile	66.1%	33.9%

I confirm that the information contained in this report is accurate.

Martin Murray - Senior Director, Business Administration

29 March 2019