



## Shin-Etsu Handotai Europe Ltd. – Gender Pay Gap Report 2017

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 2017.

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>.

### Findings

- The Company in common with others in the manufacturing sector has a higher proportion of male employees (76%) than females (24%). This disparity influences the findings.
- The gender pay gap is less than the national average of 18.1%.
- We know that our gender pay gap is not a pay issue, but down to a lack of female representation in management, leadership and STEM roles (Science Technology Engineering and Maths).

### Gender pay and bonus gap

Difference between men and women	Mean average	Median middle
Gender Pay Gap	13.7%	9.8%
Gender Bonus Gap	24.5%	9.1%

### Proportion of employees receiving a bonus


Male	100%
Female	100%

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

	Male	Female
Upper quartile	90.5%	9.5%
Upper middle quartile	81.9%	18.1%
Lower middle quartile	61.0%	39.0%
lower quartile	72.1%	27.9%

### **Actions to reduce the gender pay gap**

- Actively engage with stakeholders and employees to promote attraction, retention and progression policies for female employees.
- Provide more flexible working opportunities that attract female employees and enable them to develop and progress in their career with us.
- Continue working with local educational establishments and stakeholders to promote STEM subjects, in particular to attract potential future female employees.
- Actively engage with, encourage and support female employees to apply for management and leadership positions as they become available.
- Review policies so as to make our workplace culture one that is inclusive and diverse.

A handwritten signature in black ink, appearing to read 'Satoshi Onishi', is centered on the page. The signature is written in a cursive, flowing style.

Signed: Satoshi Onishi - Managing Director & CEO

Date: 26 February 2018