

**FUJIFILM UK Ltd
gender pay gap
report 2020**



This report provides a snapshot of the gender pay gap balance within FUJIFILM UK Ltd as at 5 April 2020.

It measures the difference between the average pay of all male and female employees, irrespective of their role or seniority, as well as the difference in bonus pay and the gender distribution of staff across four pay quartiles.



Summary

Both of FUJIFILM UK Ltd's main pay gap measures – our median and mean pay gap – have reduced over the last 12 months and are at their lowest rates since 2017.

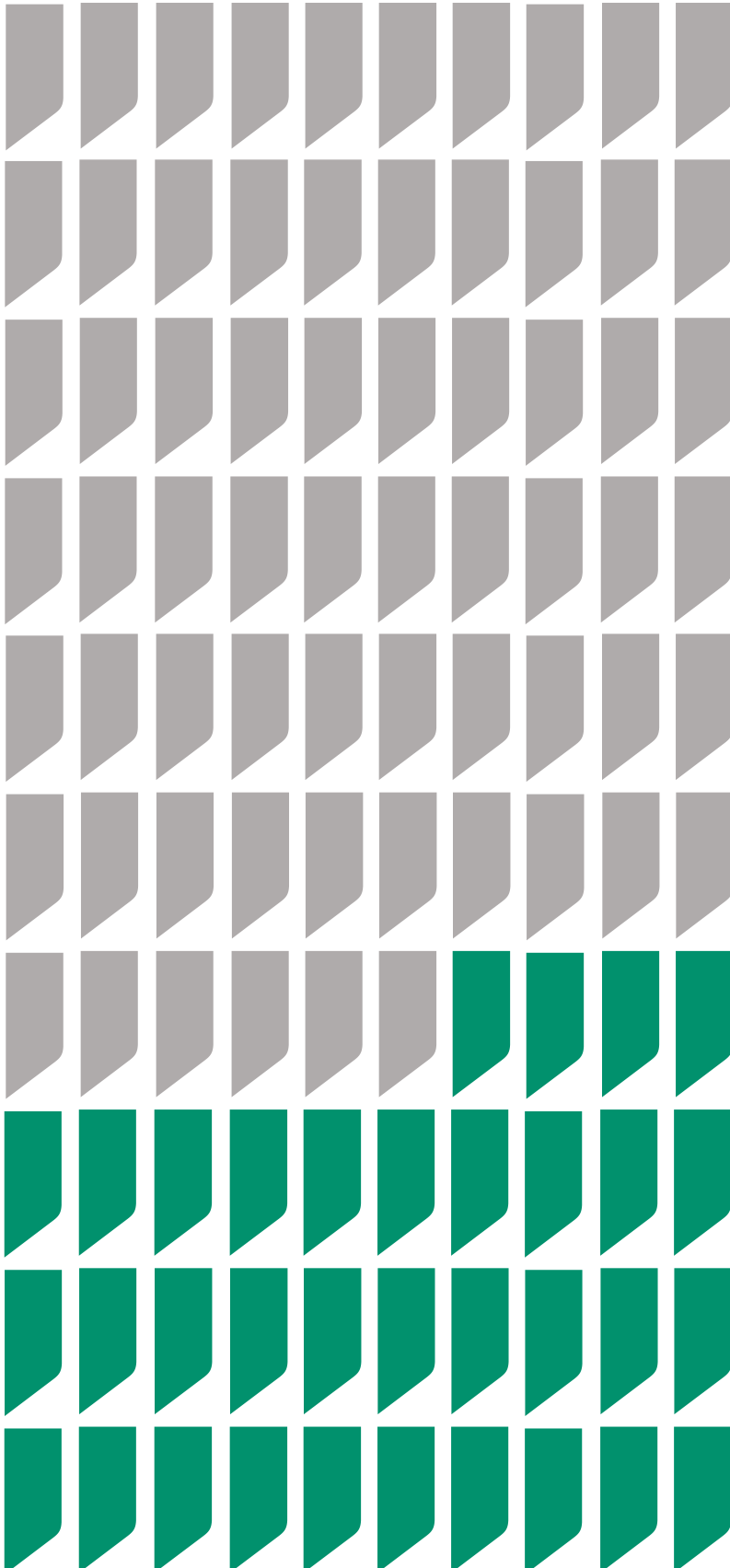
On bonus pay, more men are receiving a bonus compared with previous years, though due to the number of female new hires and therefore not qualifying for a bonus during the reporting period, the proportion of female employees who received a bonus payment this year has decreased.

However, our median bonus gap has reduced by 5 percentage points on 2019 and, similarly, our mean gender bonus pay gap has reduced by 7 percentage points on 2019.

It is promising to see that the proportion of women in our upper pay quartiles has increased overall, and that our focus on increasing the proportion of female new hires into technical roles has been successful over the last 12 months.



Our workforce



66%
men

34%
women

Proportion of employees in roles

	Men			Women		
	2018	2019	2020	2018	2019	2020
Customer Service/Support	27%	26%	26%	73%	74%	74%
Sales	84%	77%	72%	16%	23%	28%
Technical	90%	92%	88%	10%	8%	12%
Professional*	59%	52%	52%	41%	48%	48%
Overall	71%	68%	66%	29%	32%	34%

Data correct as at 5 April 2020

Proportion of new hires

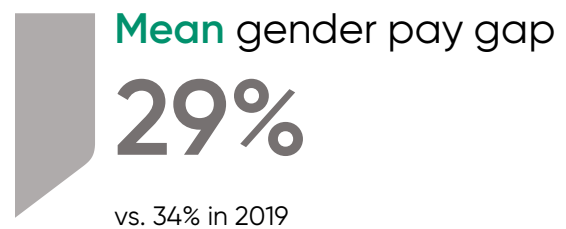
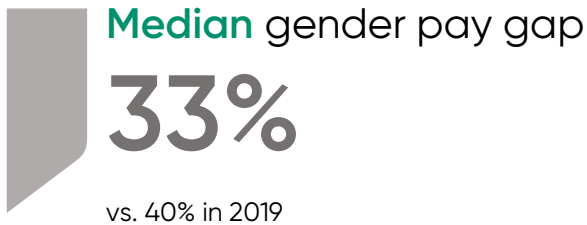
	Men			Women		
	2018	2019	2020	2018	2019	2020
Customer Service/Support	20%	14%	50%	80%	86%	50%
Sales	56%	50%	58%	44%	50%	42%
Technical	84%	100%	61%	16%	0%	39%
Professional*	36%	25%	17%	64%	75%	83%
Overall	59%	48%	52%	41%	52%	48%

Data correct as at 5 April 2020

We have seen a slow but steady increase in the proportion of women within our workforce. We are continuing to address the balance of female employees in sales and technical roles, resulting in a 5 percentage point increase of women in sales roles and a 4 percentage point increase of women in technical roles since 2019.

In addition, over the reporting period, **24%** of our internal promotions were female appointments.

Our gender pay gap results



The **median gender pay gap** is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each gender. This is the figure commonly reported by equalities organisations and the media.

The **mean gender pay gap** is an average. It is calculated by adding up the wages of all male and female employees and dividing it by the number of employees. The pay gap is the difference between the mean figures for men and women.

Pay quartiles

Proportion of employees in each pay quartile

	Men			Women		
	2018	2019	2020	2018	2019	2020
Upper	90%	87%	84%	10%	13%	16%
Upper middle	85%	85%	77%	15%	15%	23%
Lower middle	69%	67%	68%	31%	33%	32%
Lower	40%	34%	36%	60%	66%	64%

Data correct as at 5 April 2019

The quartiles are calculated by ranking pay across the company from lowest to highest. The total list of employees is then divided into four equally-sized groups, as indicated in the above table.

The figures listed here show the **proportion** of male and female employees in each pay quartile.

The percentage of females in our upper and upper middle pay quartiles has increased over the reporting period, following a similar pace year-on-year, and the percentage of females in our lower and lower middle pay quartiles has reduced slightly. Although we are pleased to see this steady progress continue year after year, we know there is more that can be done by way of encouraging a greater proportion of women into higher paid roles across the company.

Bonus pay

Proportion of employees who received a bonus
(in the 12 months to 31 March 2020)



77%

women received a bonus

vs. 84% in 2019



97%

men received a bonus

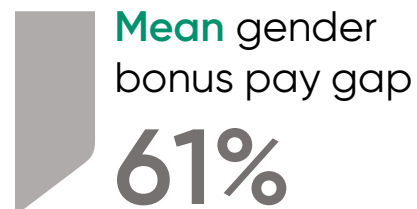
vs. 92% in 2019

  Received a bonus

 Did not receive a bonus



vs. 58% in 2019



vs. 68% in 2019

The **median gender bonus pay gap** is calculated by listing all male and female employees' bonus pay from highest to lowest and comparing the number that sits in the middle for each gender. This is the figure commonly reported by equalities organisations and the media.

The **mean gender bonus pay gap** is an average. It is calculated by adding up the bonus pay of all male and female employees and dividing it by the number of employees. The bonus pay gap is the difference between the mean figures for men and women.

Our commitment

We have previously reported that we expect our gender pay gap to reduce at a steady rate rather than an overnight fix, as we are committed to ensuring the changes we make to address this issue are sustainable and long lasting within our company.

Across the business and our management team, we remain aware that, although we have seen promising results and have proven that our efforts to reduce our gender pay gap and balance the proportion of female employees on the whole are not wasted, we do have further to go. This is particularly evident in the proportion of females at more senior levels in our organisation.

We stated in our 2019 gender pay gap report that we were committed to increasing the proportion of females in sales and technical roles. We are pleased to see that our focus on this specific issue has been productive, seeing a significant increase in the proportion of female new hires in these business areas. We remain committed to increasing this further over the following 12 months in our aim to reach a more even balance.

I confirm that the details published in this report are accurate.



Yoshitaka Nakamura

Managing Director – FUJIFILM UK Ltd

