

**FUJIFILM UK Ltd
gender pay gap
report 2021**



This report provides a snapshot of the gender pay gap balance within FUJIFILM UK Ltd as at 1 April 2021.

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 gaps – have continued to reduce over the last 12 months and are at their lowest rates since 2017.

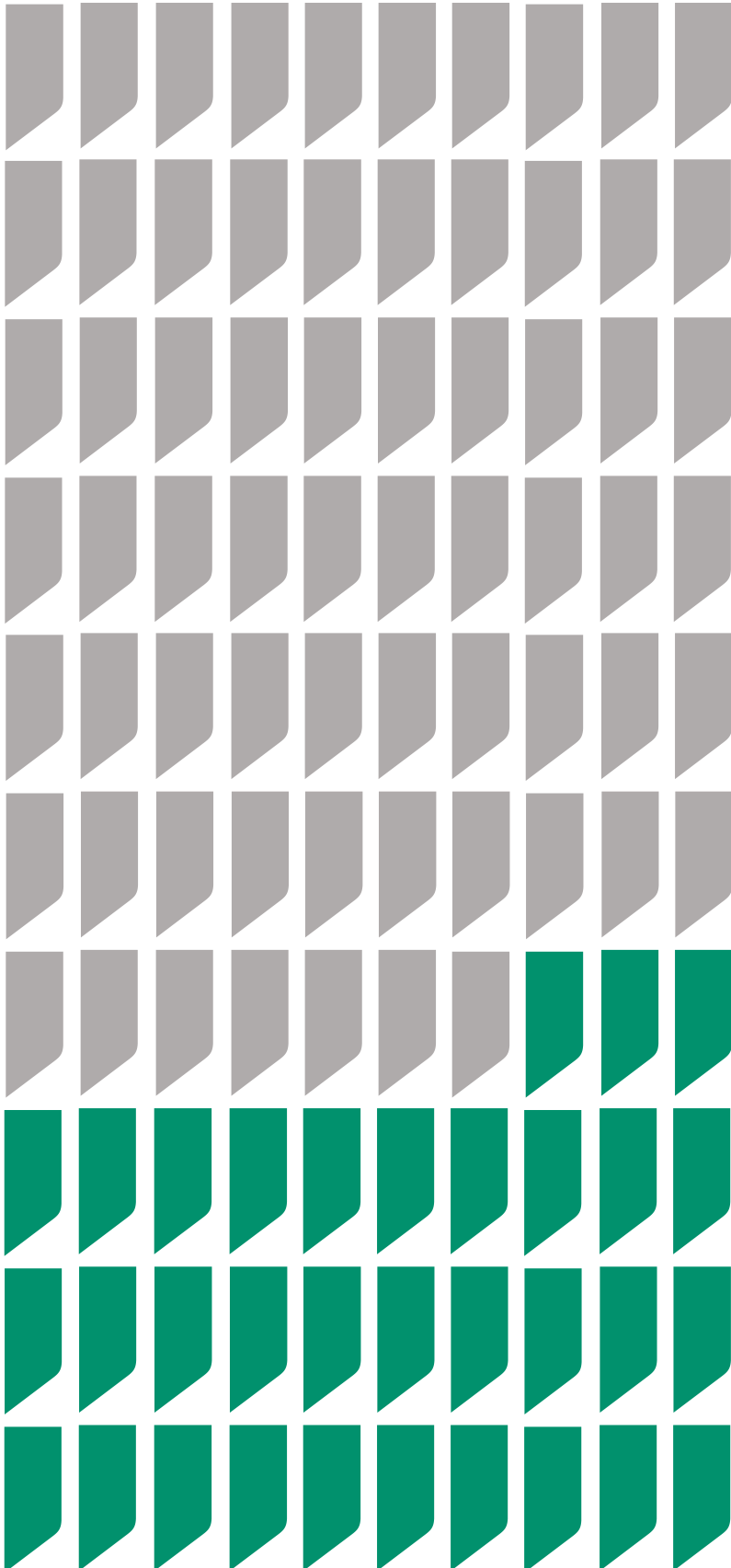
On bonus pay, we have seen a 21 percentage point increase in female employees receiving a bonus payment this year, with almost all male and female employees receiving a bonus payment during the reporting period.

Additionally, we have seen a significant reduction in our bonus pay gap on 2020, with a reduction of 18 percentage points in our median bonus pay gap and 20 percentage points in our mean bonus pay gap. Both of these measures are also at their lowest rates since 2017.

Although the coronavirus pandemic prompted a temporary pause on recruitment, we shifted our focus to harnessing the talents of our existing colleagues. As a result, we saw a greater level of internal promotions versus external hires, with 44% of all internal promotions being female appointments. Within this, 30% of those promoted in sales roles were female appointments.



Our workforce



67%

men

vs. 66% in 2020

33%

women

vs. 34% in 2020

Proportion of employees in roles

	Men			Women		
	2019	2020	2021	2019	2020	2021
Customer Service/Support	26%	26%	24%	74%	74%	76%
Sales	77%	72%	77%	23%	28%	23%
Technical	92%	88%	88%	8%	12%	12%
Professional*	52%	52%	48%	48%	48%	52%
Overall	68%	66%	67%	32%	34%	33%

Data correct as at 1 April 2021

Proportion of new hires

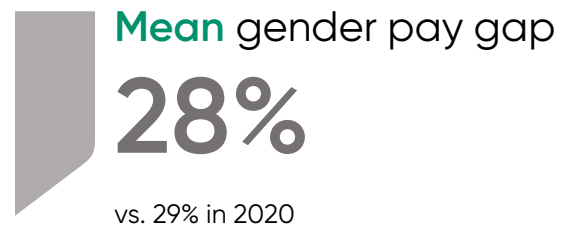
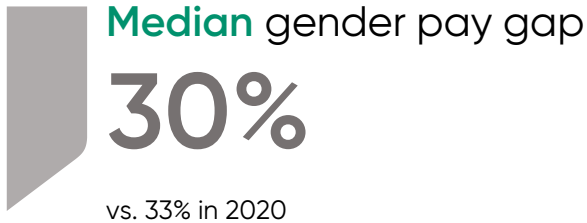
	Men			Women		
	2019	2020	2021	2019	2020	2021
Customer Service/Support	14%	50%	-	86%	50%	-
Sales	50%	58%	80%	50%	42%	20%
Technical	100%	61%	73%	0%	39%	27%
Professional*	25%	17%	-	75%	83%	-
Overall	48%	52%	75%	52%	48%	25%

Data correct as at 1 April 2021

New hires across the reporting period were lower than expected due to the coronavirus pandemic, with 50% of new joiners being TUPE transfers into the company.

Over the reporting period, **44%** of our internal promotions were female appointments, an increase of 20 percentage points on 2020. Additionally, **30%** of internal promotions in sales roles were female appointments, supporting our focus on improving the gender balance in sales and technical roles.

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		
	2019	2020	2021	2019	2020	2021
Upper	87%	84%	85%	13%	16%	15%
Upper middle	85%	77%	76%	15%	23%	24%
Lower middle	67%	68%	64%	33%	32%	36%
Lower	34%	36%	45%	66%	64%	55%

Data correct as at 1 April 2021

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 remained largely unchanged over the reporting period, owing to a lower rate of recruitment into higher paid roles across the company due to the coronavirus pandemic. However, with 44% of internal promotions being female appointments, we have seen some improvements in addressing the gender balance particularly in the lower middle and lower pay quartiles.

We have more to do by way of encouraging a greater proportion of women into more senior roles across the company. Looking ahead, we aim to make positive steps to achieve this with resumed recruitment, as well as continuing to prioritise learning, development and progression as a key way of investing in our female colleagues.

Bonus pay

Proportion of employees who received a bonus
(in the 12 months to 31 March 2021)



98%

women received a bonus

vs. 77% in 2020

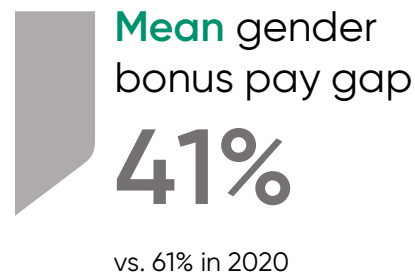
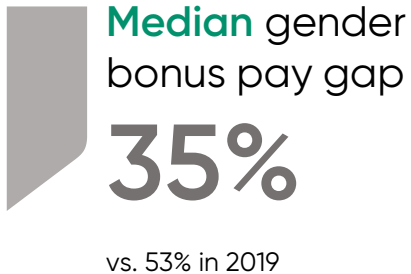


94%

men received a bonus

vs. 97% in 2020

  Received a bonus  Did not receive a bonus



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

Firstly, we previously reported that we expect our gender pay gap to continue to reduce at a steady rate as we are committed to ensuring the changes we make to address the gender balance are sustainable and long lasting within our company.

The coronavirus pandemic caused business operations to adapt almost overnight. Despite this, as well as a temporary hold on recruitment, we remained determined to continue to work towards our commitments published in our 2020 gender pay gap report by nurturing and promoting existing female talent already within our company.

Even as recruitment resumes, we will continue to look inward and utilise further ways to drive positive change in relation to our gender pay gap measures. This reporting period, we will be relaunching our successful internal leadership programme, first announced in 2018 to encourage and prioritise development and progression as a key way of investing in our future. In 2019, female colleagues made up 70% of our 'Future Leaders' programme, and we aim to achieve ongoing high levels of uptake across our female workforce this year.

Finally, as we look to move forward more actively on our commitments to reducing the gender pay gap across our company, we understand that the gender pay gap report plays an important role in the company's overall approach to diversity and inclusion. We are in the process of garnering our workforce's attitudes and thoughts in relation to Fujifilm UK Ltd being a diverse and inclusive employer. This will feed into our wider strategy to not only ensure effective and quality attraction, retention and utilisation of diverse talent, but will also support the further reduction of our gender pay gap.

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



Yoshitaka Nakamura
Managing Director
FUJIFILM UK Ltd

FUJIFILM UK Ltd
September 2021

Data correct as at 1 April 2021

[fujifilm.com/uk](https://www.fujifilm.com/uk)

