

FUJIFILM UK Ltd

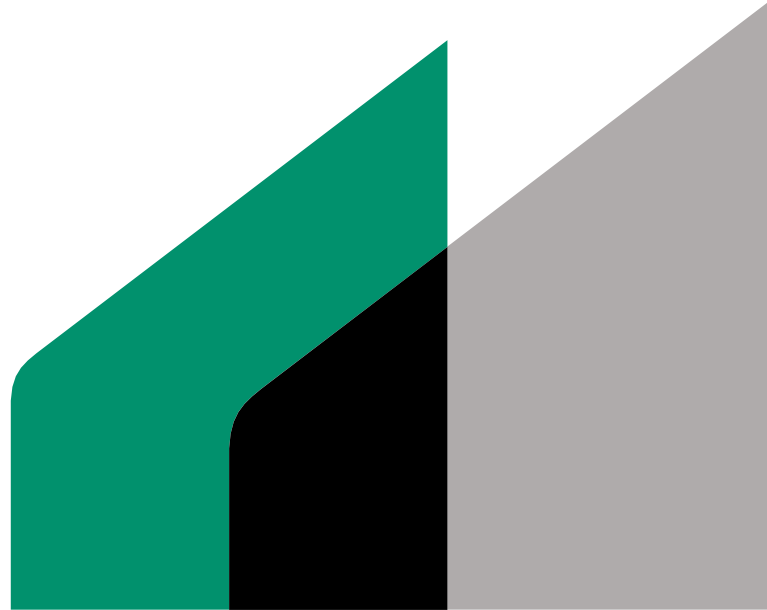
gender pay gap

report 2022



This report provides a snapshot of the gender pay gap balance within FUJIFILM UK Ltd as at 5 April 2022.

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

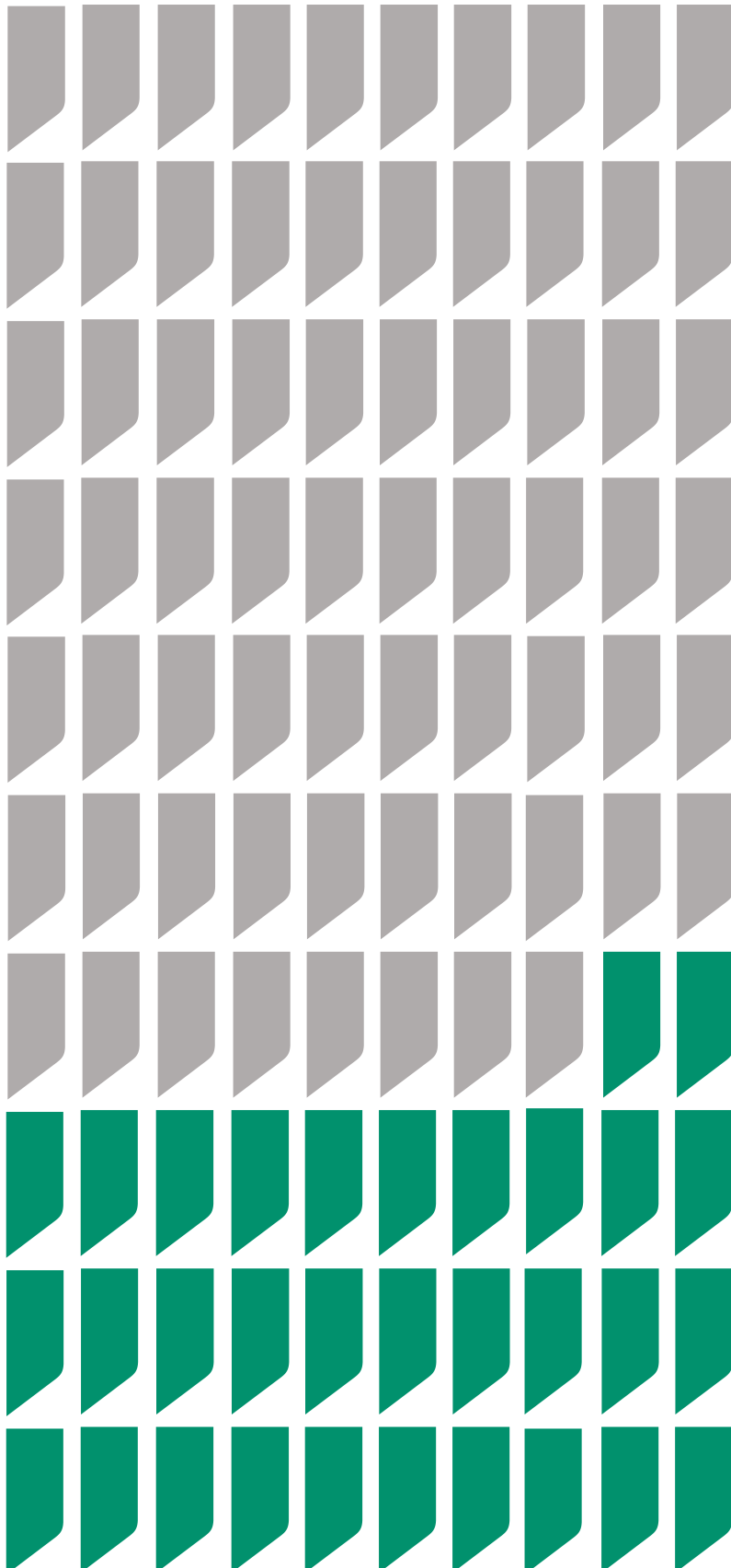
Both of FUJIFILM UK Ltd's main pay gap measures – our median and mean pay gaps – have continued to reduce over the reporting period and are at their lowest rates since 2017. On the median gender pay measure alone, the gap has reduced by 6 percentage points on 2021's figure.

The mean bonus pay gap has reduced significantly over the reporting period, and the proportion of men and women receiving a bonus was equal this year.

As we moved into a post-pandemic world and slowly lifted the temporary pause on recruitment, we have not lost focus on harnessing the talents of our existing colleagues. During the reporting period, we launched a new learning platform, GoodHabitZ, providing engaging training courses across a variety of subjects that are available to the entire workforce. Additionally, we relaunched 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 line with this focus on development and progression, 44% of internal promotions over the reporting period were female appointments, with 43% of those being promoted within sales roles being female appointments. Furthermore, 56% of females enrolled on our 2021 internal leadership programme have been promoted since commencing the programme.

Our workforce



68%

men

vs. 67% in 2021

32%

women

vs. 33% in 2021

Proportion of employees in roles

	Men			Women		
	2020	2021	2022	2020	2021	2022
Customer Service/Support	26%	24%	29%	74%	76%	71%
Sales	72%	77%	74%	28%	23%	26%
Technical	88%	88%	90%	12%	12%	10%
Professional*	52%	48%	46%	48%	52%	54%
Overall	66%	67%	68%	34%	33%	32%

Data correct as at 5 April 2022

Proportion of new hires

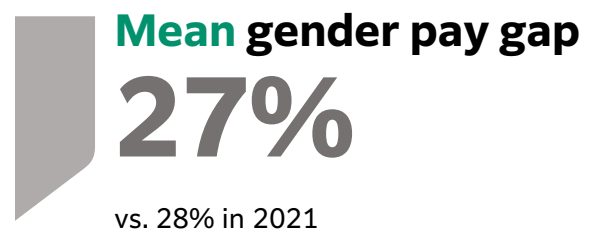
	Men			Women		
	2020	2021	2022	2020	2021	2022
Customer Service/Support	50%	-	25%	50%	-	75%
Sales	58%	80%	75%	42%	20%	25%
Technical	61%	73%	77%	39%	27%	23%
Professional*	17%	-	43%	83%	-	57%
Overall	52%	75%	58%	48%	25%	42%

Data correct as at 5 April 2022

Over the reporting period, **44%** of our internal promotions were female appointments. With our continued focus on improving the gender balance in sales and technical roles, we saw a small increase in the proportion of women in sales roles, rising from 23% to **26%** of our workforce. Additionally, **43%** of internal promotions in sales roles were female appointments.

However, there was a slight decrease in the overall proportion of women in technical positions over the reporting period.

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		
	2020	2021	2022	2020	2021	2022
Upper	84%	85%	85%	16%	15%	15%
Upper middle	77%	76%	76%	23%	24%	24%
Lower middle	68%	64%	66%	32%	36%	34%
Lower	36%	45%	44%	64%	55%	56%

Data correct as at 5 April 2022

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 unchanged over the reporting period. We still have more to do in our commitment to encouraging a greater proportion of women into more senior roles across the company and we continue on this journey as we look to increase recruitment activity across a variety of highly-skilled roles.

Bonus pay

Proportion of employees who received a bonus
(in the 12 months to 31 March 2022)



86%

women received a bonus

vs. 98% in 2021



86%

men received a bonus

vs. 94% in 2021

■ ■ Received a bonus

■ Did not receive a bonus

**Median gender
bonus pay gap**

44%

vs. 35% in 2021

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.

**Mean gender
bonus pay gap**

13%

vs. 41% in 2021

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 are pleased to see further steady reductions in FUJIFILM UK Ltd's gender pay gap. It is important to us that we address the gender balance in a sustainable manner to effect long-term change within the company, and we seek to adopt the appropriate infrastructures to achieve this.

Having resumed recruitment over the reporting period, there has been a promising increase in the proportion of female appointments into sales roles – however, with a slight downturn in the proportion of women in technical roles, we acknowledge that there is more to be done to address the gender balance in both areas.

After surveying our workforce for their thoughts and attitudes around diversity and inclusion, this reporting period saw the launch of Fujifilm Action; our diversity, equity and inclusion colleague network. This network is dedicated to addressing diversity and inclusion within FUJIFILM UK Ltd and will be a key forum for colleagues and senior management to effect the changes that our workforce wants to see. We are confident that Fujifilm Action will contribute to ensuring FUJIFILM UK Ltd remains an attractive place to work where everyone has equal opportunities.

We remain committed to prioritising development and progression as a key way of investing in our future, with a further internal leadership programme taking place in 2022.

Overall, we are pleased to see stable progress in some of our priority areas of this report, and are committed to continuing this crucial work throughout the next 12 months to further minimise the pay gap and drive positive change.

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



Tom Watanabe
Managing Director
FUJIFILM UK Ltd

