

# **FUJIFILM UK Limited**

## **Gender Pay Gap Report 2023**



This report provides a snapshot of the gender pay gap balance within FUJIFILM UK Ltd as at 5 April 2023.

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.

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## Summary

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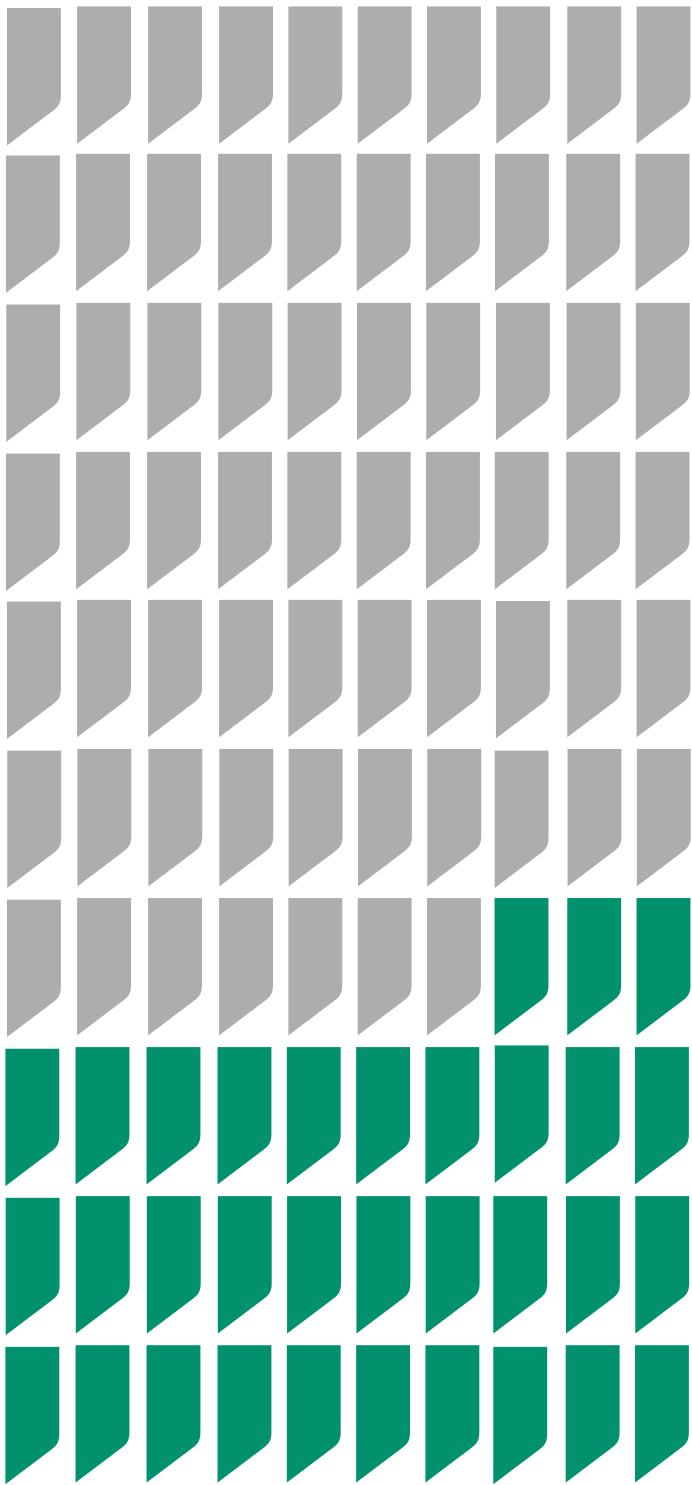
Both of FUJIFILM UK Ltd's main pay gap measures – our median and mean pay gaps – have continued to reduce over the reporting period and are at their lowest rates since 2017. On the mean gender pay measure alone, the gap has reduced by 3 percentage points on 2022's figure.

On bonus pay, we have seen a reduction since our 2021 mean gender bonus pay gap of 41%, reducing 4 percentage points to 37% over this reporting period. Our mean gender bonus pay gap figure for the last reporting period was an anomaly year (at 13%) due to bonus earnings within our Life Sciences business. However, we are seeing steady and sustained reduction on gender bonus pay gap measures overall.

During the reporting period, and in line with our commitment set out in our last gender pay gap report, we are pleased to see our focus on encouraging more women into senior roles starting to come through, with a 13% increase in the number of female employees in our upper pay quartile since last year.

In total, 35% of internal promotions across the reporting period were female; specifically, 31% of promotions in sales roles were female appointments – another step in addressing the gender balance in sales and technical roles specifically, which is an action point that we remain committed to. Furthermore, 38% of enrolments onto our internal leadership programmes were female, as we continue to embrace the development and progression of our existing talent.

Our workforce



**67%**  
men  
vs. 68% in 2022

**33%**  
women  
vs. 32% in 2022

» Proportion of employees in roles

	Men			Women		
	2021	2022	2023	2021	2022	2023
<b>Customer Service/Support</b>	24%	29%	27%	76%	71%	73%
<b>Sales</b>	77%	74%	75%	23%	26%	25%
<b>Technical</b>	88%	90%	89%	12%	10%	11%
<b>Professional*</b>	48%	46%	46%	52%	54%	54%
<b>Overall</b>	<b>67%</b>	<b>68%</b>	<b>67%</b>	<b>33%</b>	<b>32%</b>	<b>33%</b>

» Proportion of new hires

	Men			Women		
	2021	2022	2023	2021	2022	2023
<b>Customer Service/Support</b>	-	25%	20%	-	75%	80%
<b>Sales</b>	80%	75%	77%	20%	25%	23%
<b>Technical</b>	73%	77%	82%	27%	23%	18%
<b>Professional*</b>	-	43%	46%	-	57%	54%
<b>Overall</b>	<b>75%</b>	<b>58%</b>	<b>66%</b>	<b>25%</b>	<b>42%</b>	<b>34%</b>

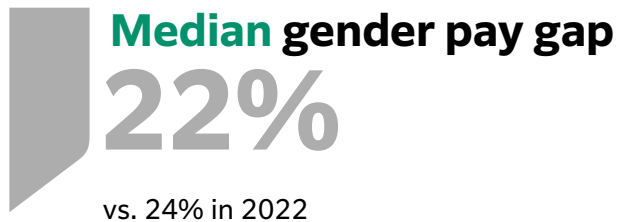
While new hires of women in technical and sales roles were slightly down versus the last reporting period, this reporting period saw **31%** of internal promotions in sales roles being female appointments.

\* Including Marketing, Communications, Finance, Human Resources, Information Technology and Legal Services

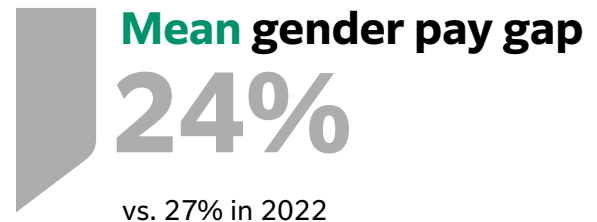
## Gender pay gap

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### » 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.

» **Proportion of employees in each pay quartile**

	Men			Women		
	2021	2022	2023	2021	2022	2023
<b>Upper</b>	85%	85%	83%	15%	15%	17%
<b>Upper middle</b>	76%	76%	78%	24%	24%	22%
<b>Lower middle</b>	64%	66%	61%	36%	34%	39%
<b>Lower</b>	45%	44%	49%	55%	56%	51%

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 pay quartile has slightly increased by 13% over the reporting period. We remain focused on ways to encourage more women into more senior roles across the company – something we set out in our 2022 report as a focus point.



**Bonus pay**

» **Proportion of employees who received a bonus**

*Figures below relate to the 12 months to 31 March 2023*

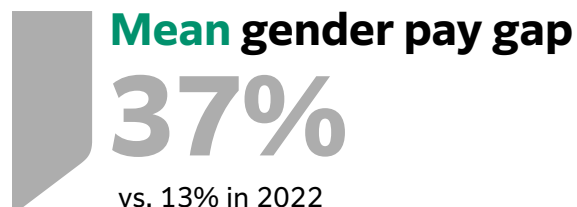


  Received a bonus       Did not receive a bonus

» **Our gender bonus pay gap results**



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

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### Development & progression

We are pleased to see further steady reductions in FUJIFILM UK Limited's gender pay gap. Part of this is down to our firm focus on development and progression, particularly via internal promotion and encouraging more women into more senior roles. In turn, we hope more women – existing talent and new recruits alike – will consider their long-term careers with us at Fujifilm.

A new cohort will be entering our continued internal leadership programmes for 2023/24. We are this year introducing a new learning management system to identify more training opportunities for colleagues, covering a variety of areas – from commercial to personal skills.

Similarly, we are renewing our focus on appraisals. By better utilising our existing HR systems, we aim for an approach to appraisals that better reflects how we work across the company, to enable clear objectives for all colleagues to effectively measure their impact and provide overall stronger support for colleagues' career aspirations.

I have said before that I truly believe we have the innovators of today and leaders of tomorrow here at Fujifilm UK, and with this report in mind, I am sure that our continued focus on development and progression will see the talents of our female colleagues specifically embraced and enhanced to progress their careers, and make our company stronger.

### Retaining our female workforce

To further promote our workplace as one that is open and supportive, our diversity and inclusion colleague-led network *Fujifilm Action* has engaged with the management team on DE&I initiatives. This coming year, we are working with *Fujifilm Action* on how we can better support colleagues experiencing the menopause.

With [statistics](#) showing that in the UK, almost a quarter of women going through the menopause consider giving up work due to its impact, we will be implementing a dedicated Menopause Policy and issuing new training to all colleagues to raise awareness of what the menopause is and dispel myths, and to provide guidance for line managers to know how to best support their team members. We hope this focus will not only reinforce an open work culture, but also support the retention of our female employees going through this change in their lives – and in turn, aiding the gender balance in the formation of our workforce.

Supporting this important work, we are also reviewing our family-related policies, including our Maternity Policy, Paternity Policy, Shared Parental Leave Policy and Adoption Policy. Having liaised with our workforce through *Fujifilm Action* and our staff representative body, *Viewfinder*,

we understand that our current offering in these areas can be improved. We are committed to making changes that benefit our colleagues as they take on these milestone moments in their lives; and with updated family-related policies, including enhanced maternity pay in place later this year, we hope to contribute to a reduced gender pay gap in the future.

### **Minimising our gender pay gap**

We stated at the outset of conducting our first gender pay gap report that this a journey of evolution rather than revolution, and through our ambition to address the gender balance in a sustainable manner to effect long-term change, we are pleased to see these results coming through when considering the level of change over the seven-year period.

Still, we know the gender pay gap in our company is higher than where we would like it and we must not take our focus away from these goals.

### **Our commitment to these measures remains strong**

As of 1 October 2023, a demerger of newly established FUJIFILM Healthcare UK Limited came into effect. This demerger sees FUJIFILM Healthcare UK Limited operating as a separate legal entity to FUJIFILM UK Limited (to which this report relates), and saw approximately 140 of our colleagues transferred over to the new company. As a result, this now means that neither FUJIFILM UK Limited nor FUJIFILM Healthcare UK Limited employ more than 250 people in the UK, and we are no longer required under a statutory duty to publish our gender pay gap figures.

However, we have stated since our first report in 2017 that we are committed to minimising the gender pay gap in the UK – and although we will not be legally required to publish these figures, we will continue to do so to encourage transparency, and ensure we are accountable to the change we have promised. Therefore, we will be publishing our next gender pay gap report in 2024, for both FUJIFILM UK Limited and FUJIFILM Healthcare UK Limited.

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



**Tom Watanabe**

Managing Director

FUJIFILM UK Limited & FUJIFILM Healthcare UK Limited