

## Gender Pay Gap Report Fujifilm Speciality Ink Systems Limited

Fujifilm Speciality Ink Systems Limited is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5<sup>th</sup> April 2023. At this time our workforce consisted of 210 males and 70 females.

Women's earnings are:	
Mean gender pay gap in hourly pay	8.97% lower
Median gender pay gap in hourly pay	8.27% lower
Difference in mean bonus payments	33.86% lower
Difference in median bonus payments	18.63% lower

### Proportion of men and women receiving a bonus

94.29% of male employees were eligible to receive a bonus and 92.86% of female employees were eligible to receive a bonus.

### Pay Quartiles

Quartiles	No. of Males	No. of Females	Description
Lower	46 69%	21 31%	All employees whose standard hourly rate places them at or below the lower quartile
Lower Middle	51 75%	17 25%	All employees whose standard hourly rate places them above the lower quartile but below the median
Upper Middle	52 76%	16 24%	All employees whose standard hourly rate places them above the median but below the upper quartile
Upper	53 79%	14 21%	All employees whose standard hourly rate places them above the upper quartile

FUJIFILM Speciality Ink Systems is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries these roles attract. All roles are open to males and females.

This can be seen in the table above depicting pay quartiles by gender. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile.

Our pay policy provides for salary and bonus for all staff. Salary levels are fixed dependant on the job level of the individuals. When recruiting, person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment, development or promotion will be assessed objectively against the requirements for the job.



Scott MacMillan  
Chief Operating Officer