

Epson Europe B.V.

# Gender pay gap results 2022-23



**EPSON®**

# Introduction

**Epson is a global technology leader dedicated to connecting people, things and information with its original efficient, compact and precision technologies. With a line-up that ranges from inkjet printers and digital printing systems to 3LCD projectors, watches and industrial robots, the company is focused on driving innovation and exceeding customer expectations in inkjet, visual communications, wearables and robotics.**

Part of the Japan-based Seiko Epson Corporation (SEC), the Epson Group comprises more than 79,900 employees in 81 companies around the world, and is proud of its contributions to the communities in which it operates and its ongoing efforts to reduce environmental impacts.

Epson aspires to be an indispensable company, trusted throughout the world for its commitment to openness, customer satisfaction and sustainability.

As Epson employees, we always strive to exceed our own vision, and to produce results that bring surprise and delight to our customers. We respect individuality while promoting team work and we are committed to delivering unique value through innovative and creative solutions.

We foster values, such as customer focus, teamwork, results focus, communication and commitment to excellence as part of our principles of corporate behaviour. We strengthen teamwork by recognising the value of our workforce and creating synergies between individuals and our organisation. We will put Epson in the best position by hiring a diverse workforce and utilising their unique skills effectively, and maintain relationships with our employees based on trust.



# Introduction EEGB

**UK employers with more than 250 employees are required to publish their gender pay gap results. We have three companies in the UK. With over 250 employees Epson Europe B.V. is within the parameters to report the gender pay gap.**

## Equal pay vs gender pay gap

Equal pay is comparing the pay of men and women doing roles of equal worth, as set out in the Equality Act 2010. It is unlawful to pay people unequally because they are a man or a woman unless it can be objectively justified. The gender pay gap shows the difference in the average pay between all men and women in a workforce. The gender pay gap is influenced significantly by the shape of an organisation, in particular where there are a higher proportion of one gender at more senior levels. In this report, we are sharing the median (midpoint) and mean (average) pay gaps between men and women's hourly ordinary pay and bonuses. The hourly rate used is based on earnings in the April 2022 pay and can include any pay, bonus or commission, but does not include overtime. Under the legislation, we have to report six different pieces of information relating to the pay of the included workforce population and these are:

### 1. Mean pay gap

This is the difference in the hourly pay of men and women based on the snapshot date 5 April 2022. The pay gap figure is expressed as a percentage of the hourly pay of male employees.

### 2. Median pay gap

This is the difference between the average hourly earnings of men and women. It takes all hourly rates in the sample, lines them up by gender, in order from lowest to highest, and picks the middle figure from each line.

### 3. Mean bonus gap

This refers to the bonus and/or commission pay paid during the twelve months prior to the snapshot date 5 April 2022, expressed as a percentage of the bonus/commission pay paid to men.

### 4. Median bonus gap

This is calculated in the same way as the median pay gap in that it consists of two lists, one of all male bonus/commission payments during the year and the same for all females. Then the middle number from each list is compared to calculate the median bonus gap.

Unlike the pay gap figures the bonus gap does not account for any reduction in hours, therefore it is possible for a bonus gap to exist when in fact the two genders could be paid exactly the same hourly rate.

### 5. Proportion of bonus

Bonus pay proportion refers to men who received a bonus commission in the twelve months, expressed as a percentage of men; women who received a bonus commission in the twelve months, expressed as a percentage of women.

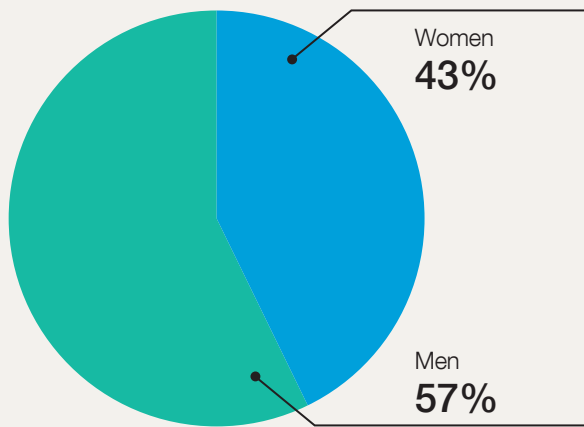
### 6. Pay quartiles

This organises the workforce into evenly sized quartiles based on ranking of all included employees from lowest to highest by hourly rate of pay. This is then split equally into four quartiles for each gender. The report shows for each quartile the number of full-pay relevant men and women in each quartile as a percentage of the total in the quartile.

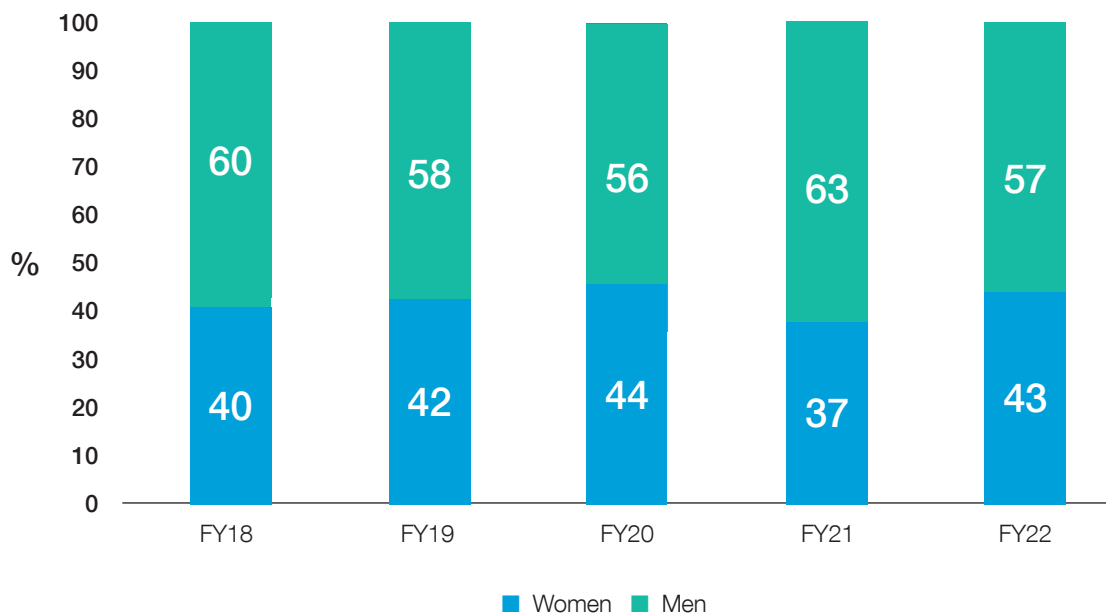
# EEGB total split of men and women

The diagrams below refer to Epson Europe B.V. totalling 291 employees, with 283 employees being full pay relevant to this report based on the snapshot data from April 2022. No employees of Epson Europe BV have identified themselves as non-binary or chosen not to declare their gender.

## EEGB gender split



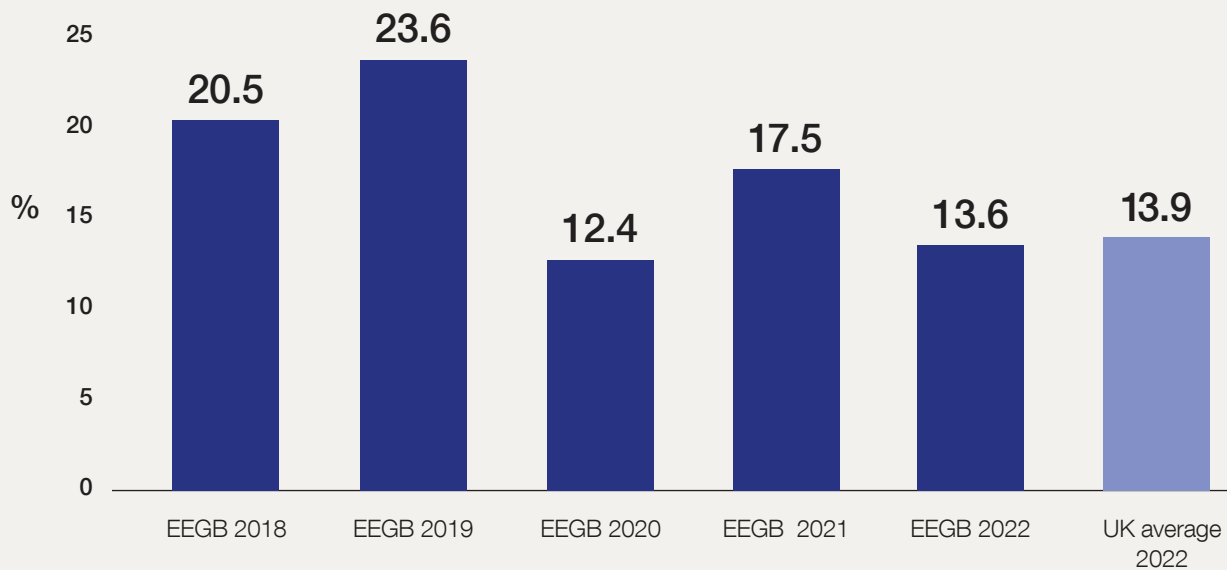
## Gender split last 5 years



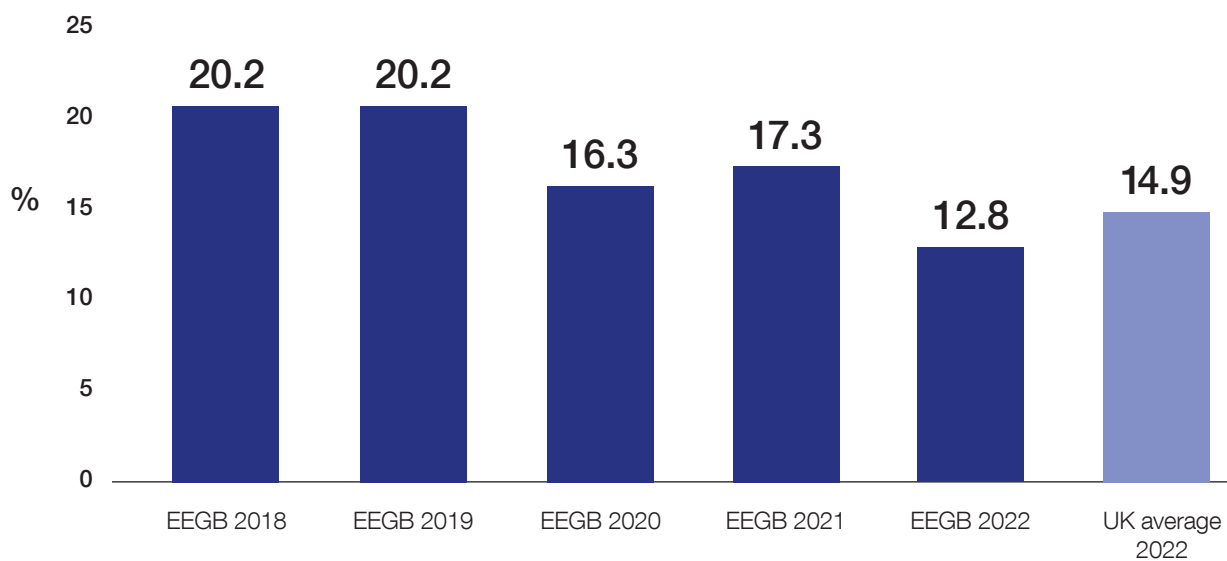
# EEGB mean and median

There is a mean gender pay gap within Epson Europe B.V. of 13.6% and a median gender pay gap of 12.8%. Showing an improvement in the gender pay gap. Over the 5 year period there has been a reduction and Epson is now inline or better than the UK average.

## EEGB Mean

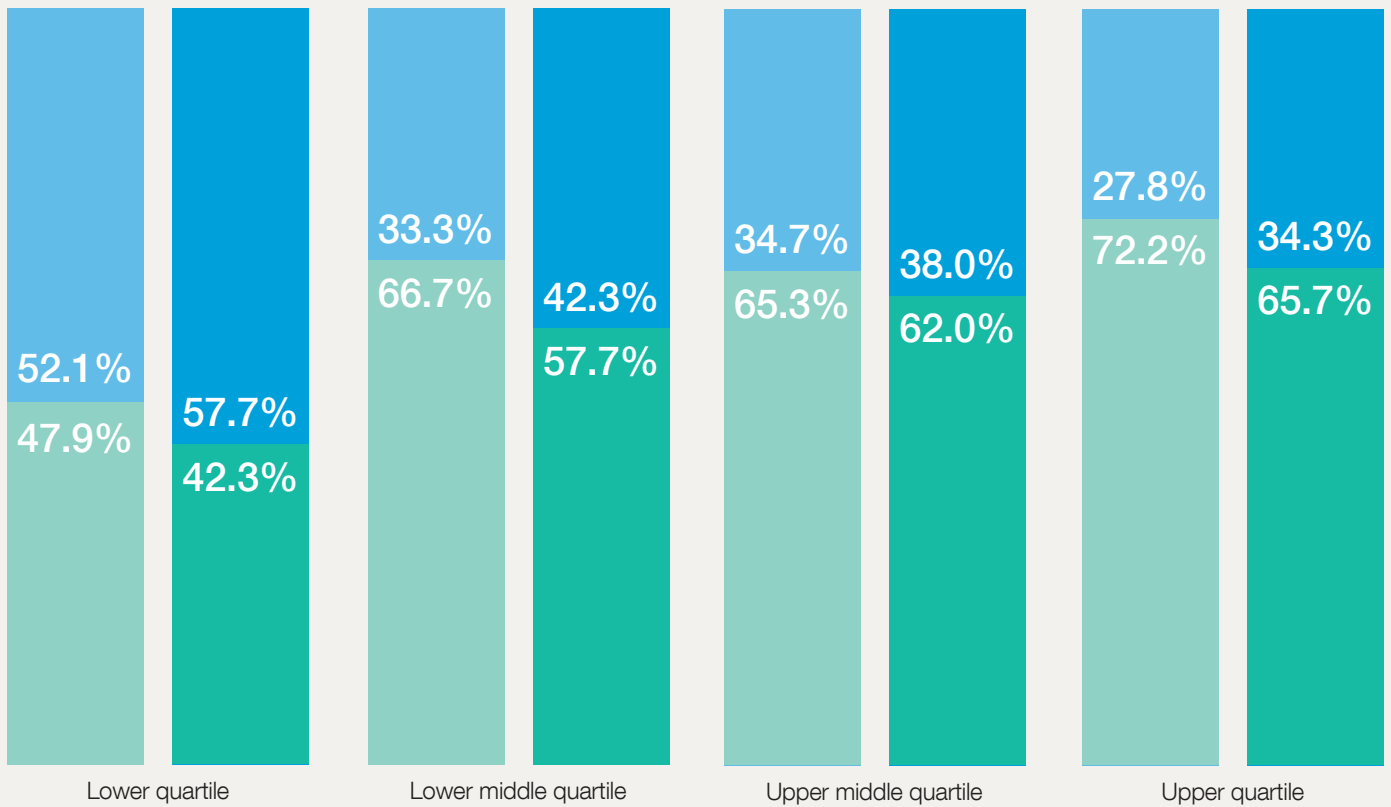


## EEGB Median



# EEGB work force quartiles

More women are found in administrative, support roles and within the lower pay quartile compared to men. Increased female hires across all quartiles.

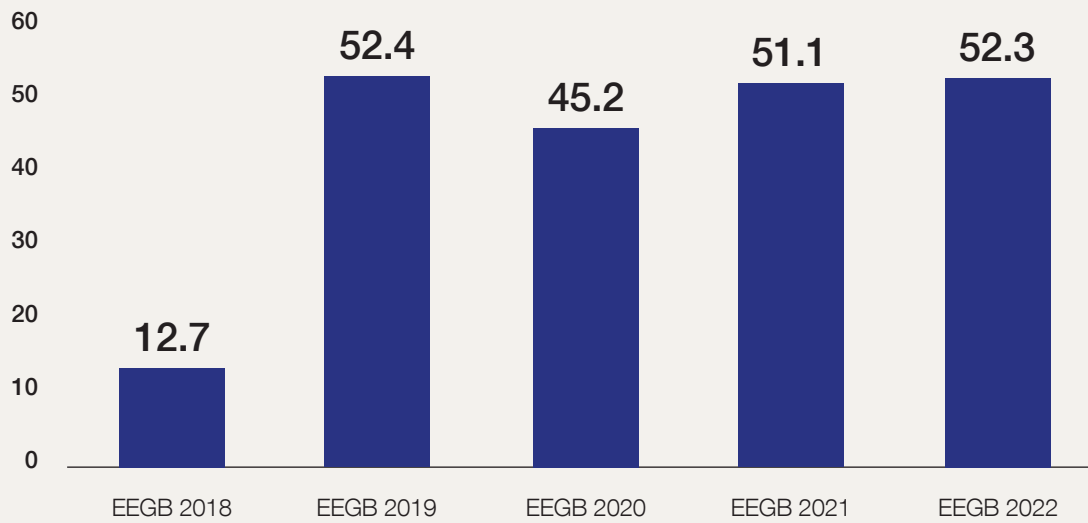


- Epson UK Limited women 2022
- Epson UK Limited men 2022
- Epson UK Limited women 2021
- Epson UK Limited men 2021

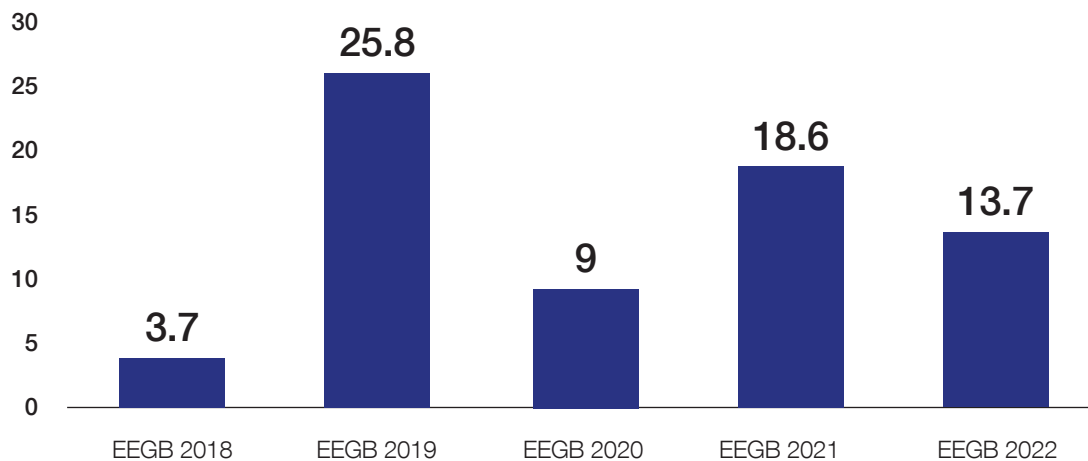
# EEGB bonus pay gap

There is a mean gender bonus gap of 52.3%. The median gender bonus pay gap has decreased to 13.7%.

## EEGB employee gender bonus gap mean



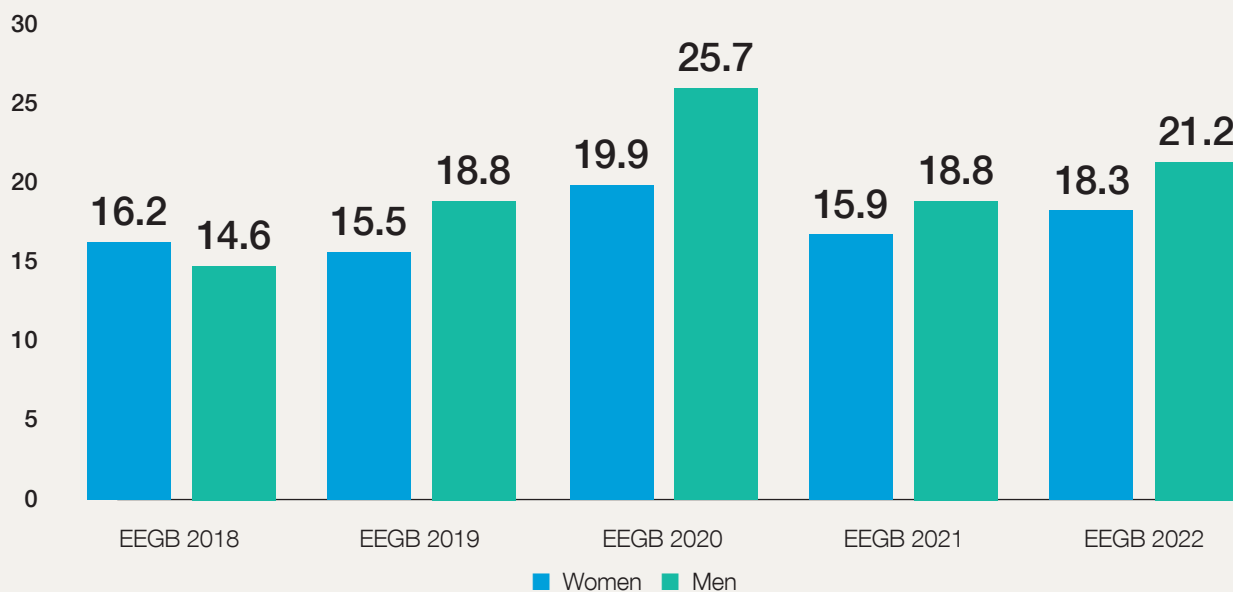
## EEGB employee gender bonus gap median



# EEGB % of employees receiving a bonus

The percentage of men and women receiving a bonus both increased compared to last year.

% of employees receiving a bonus





# Career testimonial

## Emma Maggott Senior HR Advisor



Emma began her career as an Accounts Payable Assistant for a large health and fitness company in the United Kingdom. Emma moved internally out of finance to an HR role and worked her way up and established her career in HR.

Emma's first role in HR was HR Assistant, and through her commitment to her self-development was promoted to HR Advisor. Emma worked hard to complete her CIPD Level 5 qualification and was promoted to a Senior HR Advisor, enabling her to use her expertise in Employee Relations.

Emma's ambition led to her moving to work as a Senior HR Advisor for a large travel company where she managed many employee relations cases and worked on reorganisation scenarios. Her successes led her to manage several HR projects. Emma has co-led a team of HR Advisors to help work strategically with the business to provide support for hundreds of employees.

During COVID, Emma was furloughed, however this did not stop her desire to learn and progress. Emma volunteered her HR expertise to organisations that did not have an HR presence or budget, however wanted to do right by their employees. Emma studied for a running coach qualification so that she could take out small groups of people, to help them maintain their fitness levels and to remain social for their mental wellbeing.

Emma joined Epson in November 2021 as a Senior HR Advisor and has worked hard to build a rapport with her business areas, to become a go-to person and enjoys learning about herself every day. Emma strives to understand more about Epson to ensure she provides the best service to her colleagues.

**"Since joining Epson, I feel my career has been elevated to the next level. I am continuously growing by being given the opportunity to review new HR systems and bring fresh eyes to seek better processes.**

**I am surrounded by a high performing team, however I have been given the amazing opportunity to be part of the Female Mentee program where I am growing my confidence each day to learn new skills and ways of working to maintain the excellence my team has.**

**One of the best parts of my job is working with like-minded people who are driven to become the best in what they do."**

# Action plan to address gap

**In line with supporting the United Nation's Sustainable Development Goal 5: Achieve gender equality and empower all women and girls. We believe this can be achieved by providing insight and transparency to influence Epson business activity; it is our ambition as a diverse and inclusive employer to close the Gender Pay Gap.**

Research commissioned by the Government Equality Organisation (GEO) found that more companies have prioritised reducing their gender pay gap since the introduction of gender pay gap legislation in 2017. Results have shown that 69% of employers now view closing the Gender Pay Gap (GPG) as a high or medium priority, an increase of 8% on last year.

Epson aspires to be a company that professionals within the industry want to work for. As part of this we are committed to the following:

## Agile working

In April 2022 we introduced an agile working model which combined home and office working, where roles and responsibilities permitted. With effect from 1 January 2023 employees can now work a minimum of six days per month from the office including two set team days and the flexibility of choice for the other four days a month. The successful roll out empowers teams to work collaboratively and yet have autonomy to manage their own attendance and enjoy a mix of working from home and our office.

By implementing agile working we aim to improve employee wellbeing, engagement, and diversity by allowing employees to balance their personal and professional needs. Agile working requires a supportive culture, a clear vision, and suitable technology that enable communication, coordination, and feedback.

## Mission gender equity (30% Club)

We previously committed to enhance our development programmes for leadership training, mentoring, and coaching focused on female progression. This will support our female employees seeking promotional opportunities and those looking to develop within their role.

We are working with Mission Gender Equity (30% Club/Moving Ahead), an initiative focused on supporting the progression, development and retention of female talent in our business. We hope this will support and encourage gender diversity, develop talent and encourage women to realise their value and potential. We have six mentees and five mentors from the UK participating per year, from Epson Europe and Epson (UK) Limited.

We will continue to enhance our development programmes for leadership training, mentoring and coaching focused on female progression. This will support our female employees seeking promotional opportunities and those looking to develop within their role.

## Talent acquisition

Between 1 April 2021 – 31 March 2022, 53% of EEGB external hires were women. We continue to take all candidates through our structured and objective selection and assessment process. This can involve face-to-face interviews, personality and ability assessments, and additional role specific assessments where appropriate, in order to make hiring decisions based on candidate skills, knowledge and experience, but never gender. This leads to equality of opportunity for all to apply and work for Epson, which is a great place to work.



# Action plan to address gap

## Pay

We continue to use the systematic and analytical job levelling methodology that we subscribed to with Willis Towers Watson's market pay data. This supports us to make competitive and commercial pay decisions. The processes and tools we deploy ensure consistent, competitive, efficient, and fair processes are applied to all pay decisions.

Monitoring market pay trends and movements enables us to be highly competitive in our pay strategy to ensure we are successful in attracting, engaging, and retaining talent across the organisation. Our robust and fair pay policy and tools ensure that our female and male workforce is treated objectively and equally.

## Employee opinion and ED&I focus groups

In FY22 we undertook an employee opinion survey across our EMEA organisation and also a further specific ED&I survey. We are working to reflect on the survey outcomes and to focus on the key themes that emerge. We are currently holding demographic specific focus groups and look to work together with our employees to take further ED&I actions in FY23 as a result of the employee feedback.



# Declaration

We confirm that the data reported is accurate and meets the requirements of the regulations and methodology outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2018.



**Michelle Taylor**  
HR Director EMEAR



**Robert Clark**  
Senior Vice President