

Epson Europe B.V.

Gender pay gap results 2021-22



Introduction

Epson is a global technology leader dedicated to connecting people, things and information with its original efficient, compact and precision technologies. With a lineup 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 81,000 employees in 85 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 it is committed to delivering unique value through innovative and creative solutions.

We foster values, such as customer focus, team work, 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.



Gender pay gap results 2021-22

UK employers with more than 250 employees are required to publish their gender pay gap. 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. 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 2021 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 2021. 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 2021, 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 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 Pay

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.

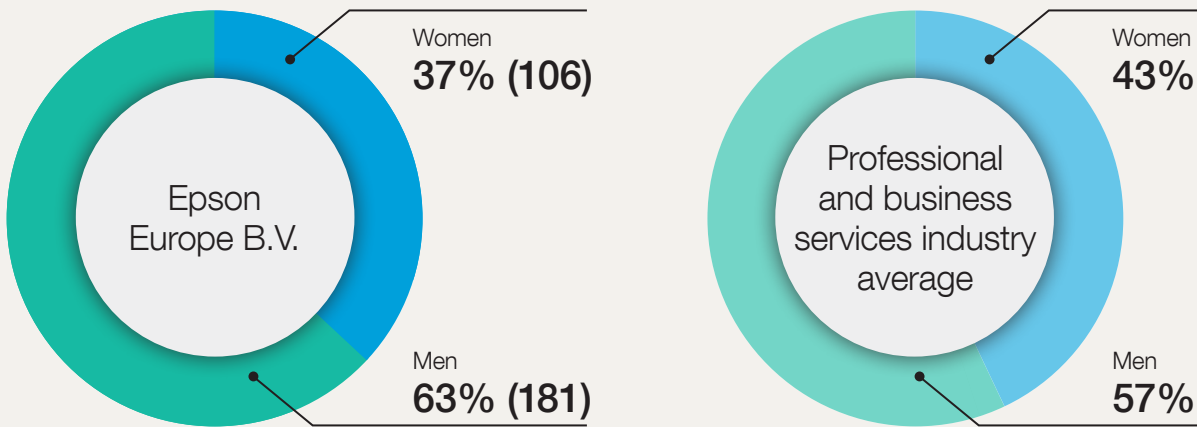
6. Pay Quartiles

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.

Gender pay gap

The diagrams below refers to Epson Europe B.V. totalling 307 employees, with 287 employees being full pay relevant to this report based on the snapshot data from April 2021. No employees of Epson Europe BV have identified themselves as non-binary.

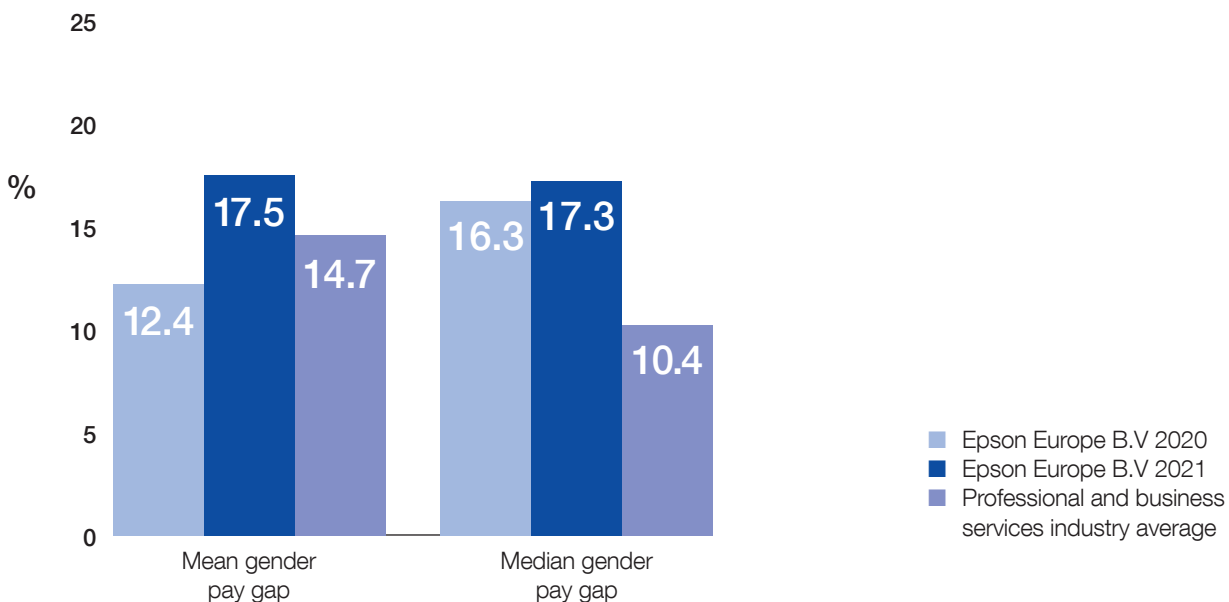
Total split of men and women employees



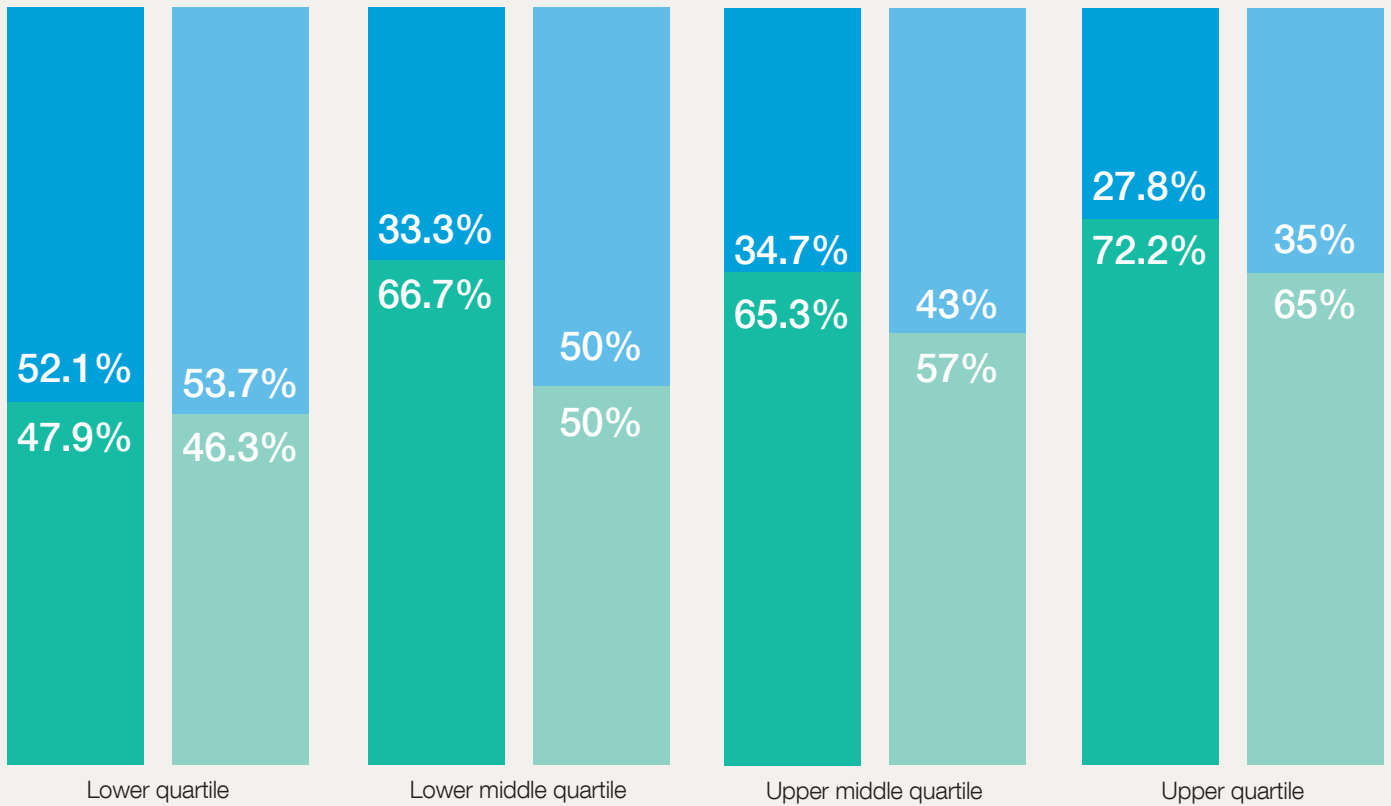
The industry average used in this report is based on data from The Office for National Statistics and data from XperHR published in 2021 based on 2020/21 Gender Pay Gap Reporting submissions.

Employee gender pay gap

There is a mean gender pay gap within Epson Europe B.V. of 17.5% and a median gender pay gap of 17.3%.



Pay quartiles

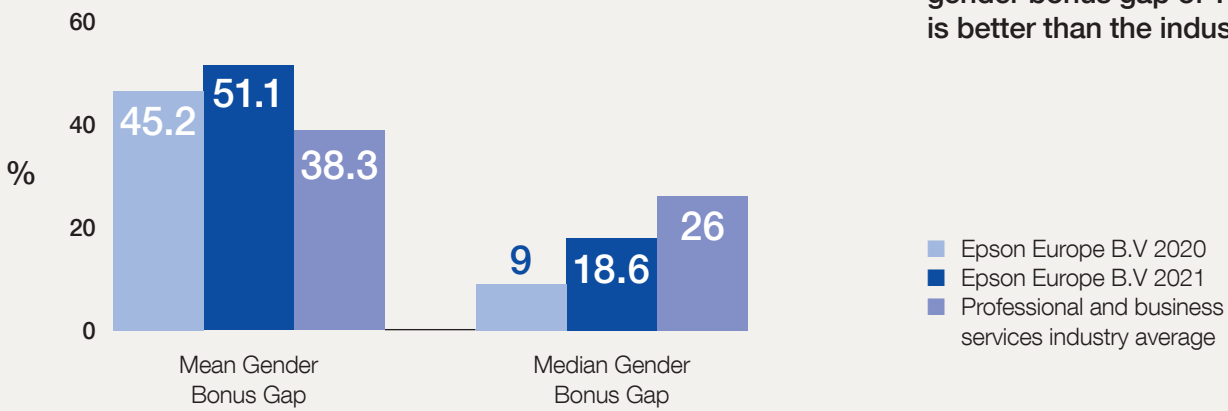


More women are found in administrative, support roles and within the lower pay quartile compared to men.

- Epson Europe B.V. women
- Epson Europe B.V. men
- Women professional and business services industry average
- Men professional and business services industry average

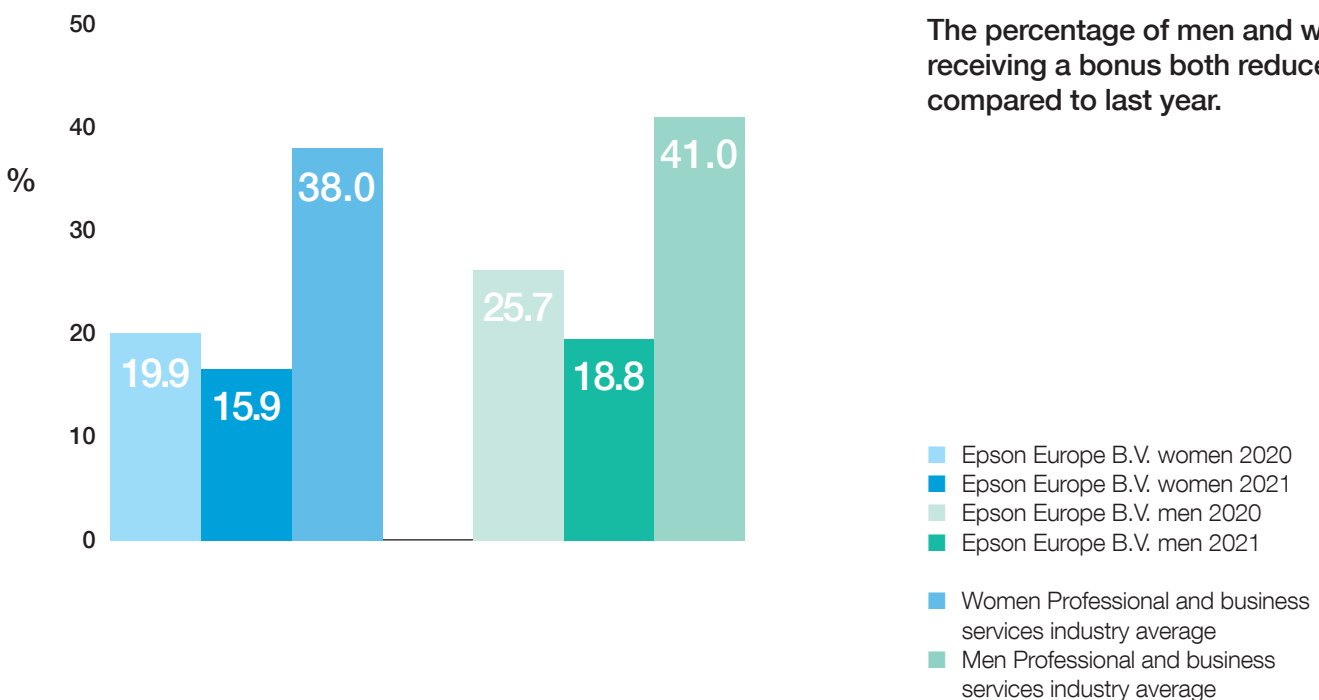
Gender bonus gap

Gender Bonus Gap %



There is a mean gender bonus gap of 51.1%. Also, there is a median gender bonus gap of 18.6% which is better than the industry average.

% of employees receiving a bonus



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

Career testimonials

Anke S. Brandts

Technical Sales Manager – Commercial & Industrial Printing



Anke graduated from the Bergische Universität Wuppertal in Germany with a Dipl.-Ing. (MA) in Printing Technology. During her terms abroad in the United Kingdom and the United States, she moved her focus from traditional printing technologies to digital printing, having fallen in love with the personalisation and short run possibilities of the digital print process.

Anke began her working career in the Graphic Arts Industry as a Marketing Communications Assistant in a multinational company, before fulfilling her promise to work for a time in her parent's rubber stamp and engraving company. Anke studied economics part-time and graduated with a Dipl.-Wirt. -Ing. (MA), from the Hochschule Niederrhein - University of Applied Sciences in Mönchengladbach.

Over the last 18 years Anke worked for multinational corporations in a variety of roles from project management, business development and product management. Originally from Germany, she moved to Switzerland, lived in various cities across Germany and finally moved to the United Kingdom 11 years ago; Anke was willing to make these significant relocations to progress her career.

Anke joined Epson in March 2018 as a Technical Sales Specialist for the Middle East and Africa region, supporting reseller events across this region as well as training stakeholders on Epson SureColor large format printers, the ColorWorks label printers and the Point-of-Sale printer ranges.

In July 2019 Anke moved into her current role as Technical Sales Manager, providing European pre-sales support to Epson's commercial and industrial print range, implementing, and supporting the relevant pre-launch testing, product training and demonstrations. In this role she is working closely with the European product management team and technical specialists across the EMEAR region and in Japan to support regional sales.

"I enjoy my current role as it involves working with different teams internally and also representing the company externally. We have a great choice of products, especially in the ever-expanding large format printing range. I love working across the EMEAR region with the wide diversity of countries and people and I truly like working for my management team. At the moment, I'm excited for trade shows to start again as I have missed supporting these events during the Covid period."

Career testimonials

Anita Patel

Business Unit Planning Manager – Commercial and Industrial Printing



Anita completed her degree in BSc (Hons) Information Systems from the University of Greenwich in the early 2000s during the increase in demand for information technology roles, starting her career as a Service Account Manager for a telecommunications company. Supporting her family and spending time travelling, Anita diversified into a variety of roles as a Client Service Manager, Fashion Buyer and a Procurement Coordinator for six and half years for a FTSE 250 information technology company and a large British retailer. In these roles, Anita gained significant

end to end contractual experience in the commercial supply chain process working with international supply chain companies.

From there, Anita went to work for a large distribution and specialist service provider first as a Key Account Supply Chain Manager, being promoted to a Business Operations Manager across Europe, Middle East, and Africa region (EMEA) working closely with a multinational consumer electronics company. This involved managing a sales team forecasting a significant amount of stock-keeping units and analysing forecasting trends to improve customer service levels. A few years later Anita went on to become a Business Planning Manager EMEA for an electronics company, managing a team to maximise sales opportunities by providing an efficient product lifecycle plan and identifying growth opportunities.

In the summer of 2019 Anita became the Business Unit Planning Manager for the Commercial and Industrial Printing division. Anita now provides operational analysis through developing forecasting & operational processes. As well as coordinating financial planning between BU and Sales organisations for Large Format Prints. Providing insight to cyclical business plans to stakeholder groups to support their decision making.

“Everyone was really welcoming when I started to work for Epson. I very much enjoy working with various teams across the EMEAR region. The role has allowed me to develop my knowledge on LFP products. During the pandemic, especially the past year and half has been busy due to ongoing issues with availability of products & supporting the business and our processes during a very challenging time. Despite this, by working collaboratively & strong relationships built across the business as a team we have worked effectively in unprecedented times by supporting one another.”

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.

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:

Flexibility

- We support all our employees with flexible working requests through following our consistent policy. Flexible working requests were approved at a rate of 100% between 01 April 2020 – 31 March 2021. Epson continues to support different ways of working to meet employee needs whilst continuing to maintain our productivity and performance. All employees can adjust their start and finish time to meet their personal commitments, subject to their line manager's approval, as part of Epson's core hours policy.
- We have enhanced the pay of our maternity leave, shared parental leave, adoption leave and paternity leave linked to length of service. If any child is born prematurely (defined as 28-35 weeks gestation), and as a result requires neonatal intensive care, we will provide additional maternity pay for the period between the time of birth and the original due date. This change ensures that we continue to be an organisation that provides market leading benefits and Epson is recognised as a great place to work.
- Epson continues to review agile working across both EEGB and EUL to understand the impact on both the business and employees. This is to assess a more agile working arrangement where people had the opportunity to work from home. The feedback we have received from our employees is that many aspects of roles can be undertaken effectively from home. Therefore we have agreed to an agile hybrid working model which will combine home and office working, where roles and responsibilities permits. This will be effective during 2022.

Talent Acquisition

- Between 01 April 2020 – 01 April 2021, 47% of external hires were women. This demonstrates how our bias free, skills and knowledge-based talent acquisition practices led by our in-house talent acquisition team. We continue take all candidates through our structured and objective selection & assessment process. This can involve face to face interviews, personality & ability assessments, and additional role specific assessments where appropriate, in order to make hiring decisions based on candidate's skills, knowledge and experience and never gender. This leads to equality of opportunity for all to apply and work for Epson, which is a great place to work.

Pay

- To make competitive and commercial pay decisions we use a systematic and analytical job levelling methodology and we subscribe to Willis Towers Watson's market pay data. 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.



Action plan to address gap

Progression

- Epson is proactive in enhancing female career progression and for the last three years we have focused on mentoring. 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 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.



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