

Epson Europe B.V.

# Gender pay gap results 2019-20



# 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, 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 2019-20

**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 2019 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 5th April 2019. 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 5th April 2019, 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.

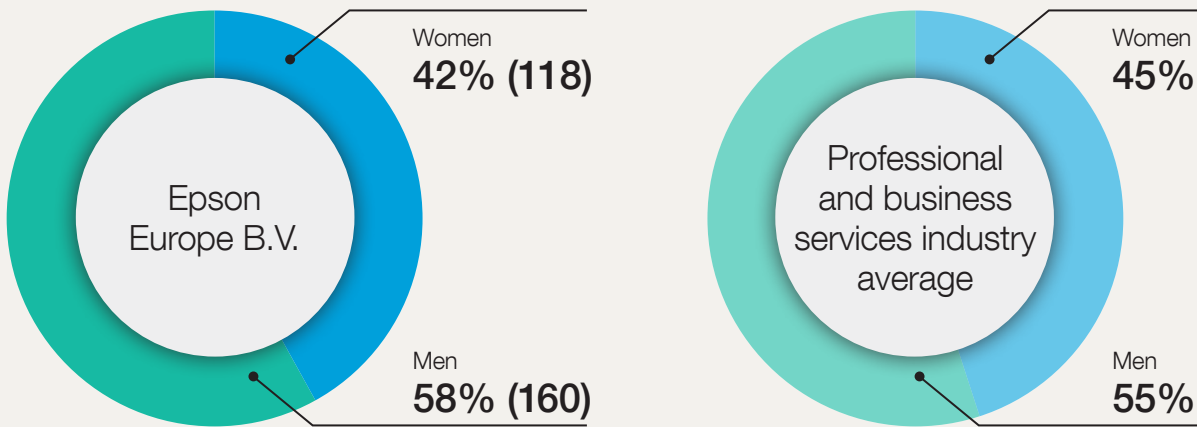
### 6. Pay Quartiles

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

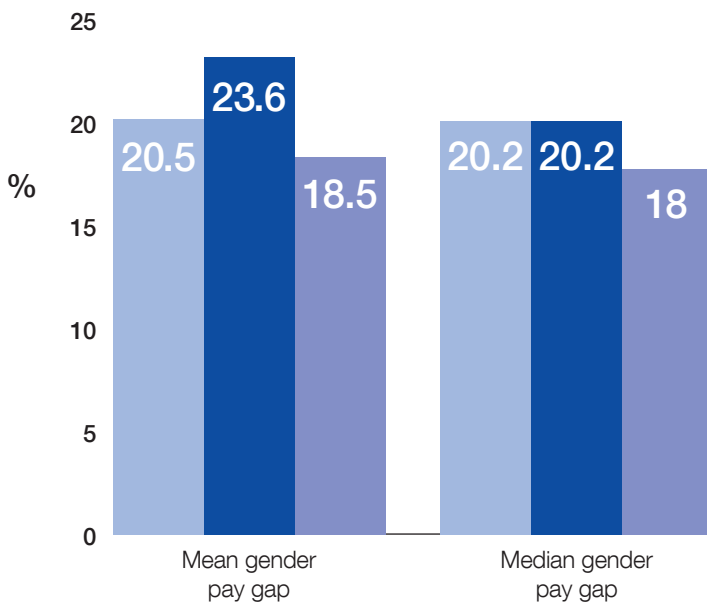
The diagrams below refer to Epson Europe B.V. totalling 302 employees, with 278 employees being full pay relevant to this report based on the snapshot data from April 2019.

## Total split of men and women employees



The industry average used in this report is based on data from the The Office for National Statistics and data from XperHR published in 2019 based on 2018/19 Gender Pay Gap Reporting submissions.

## Employee gender pay gap

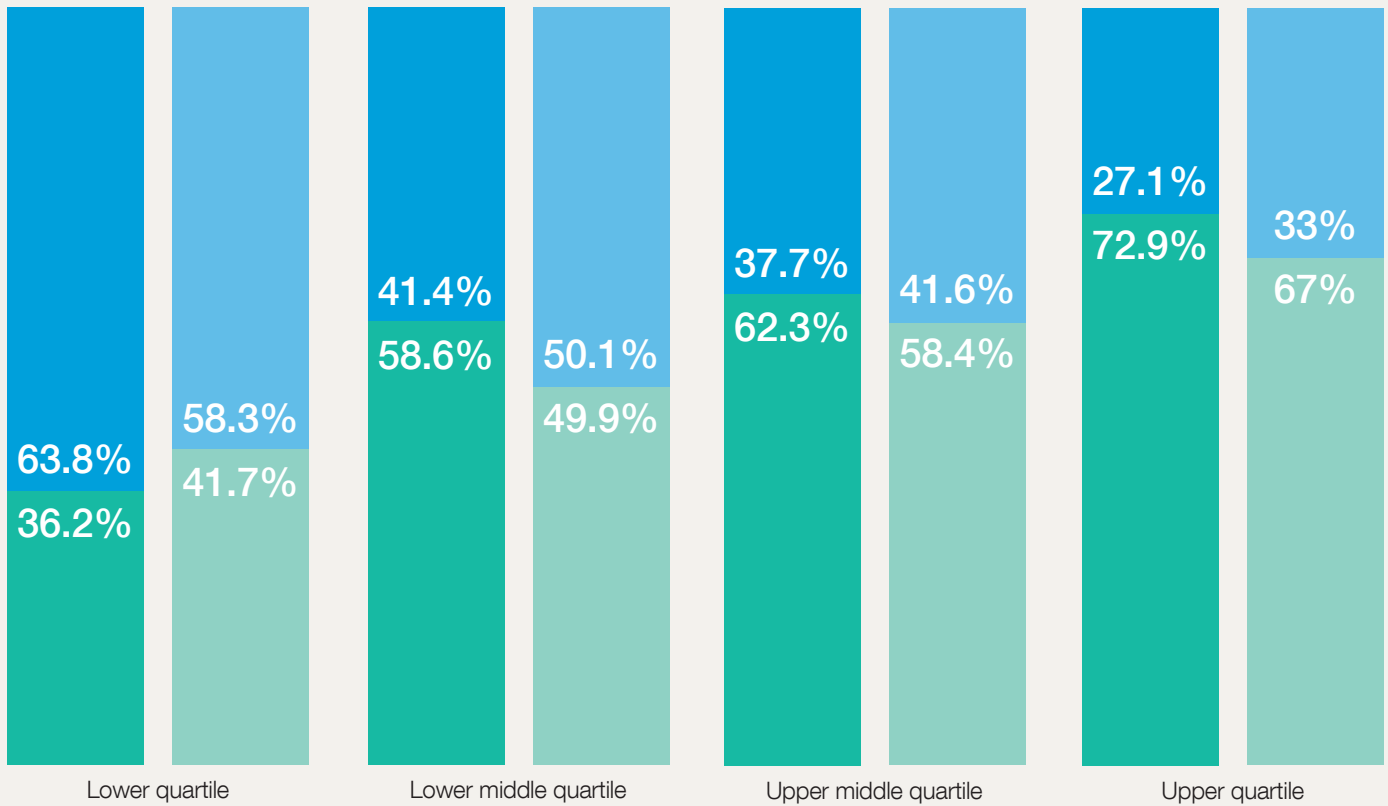


There is a Gender Pay Gap within Epson Europe B.V which has increased from 20.5% mean last year to 23.6% mean this year.

There are big swings in results compared to last year because of the small number of employees we are reporting on.

- Epson Europe B.V 2018
- Epson Europe B.V 2019
- Professional and business services industry average

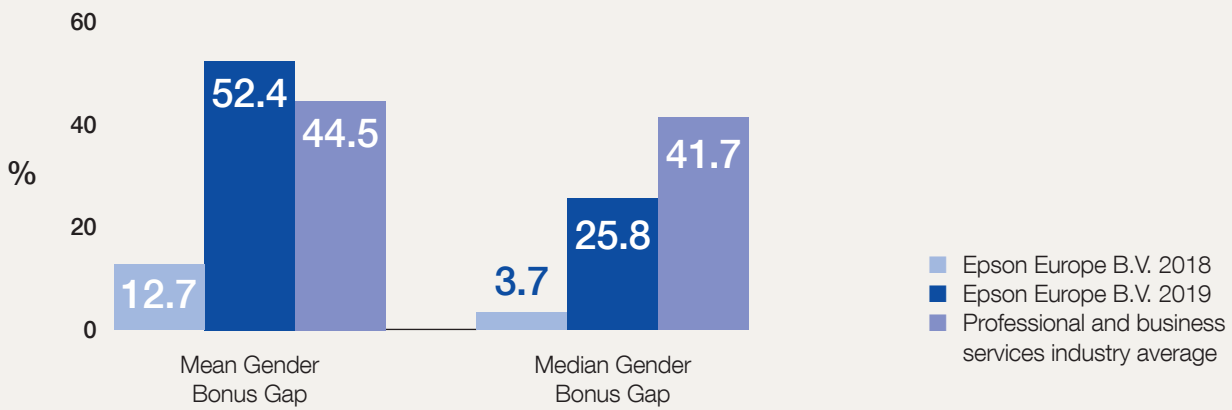
# Pay quartiles



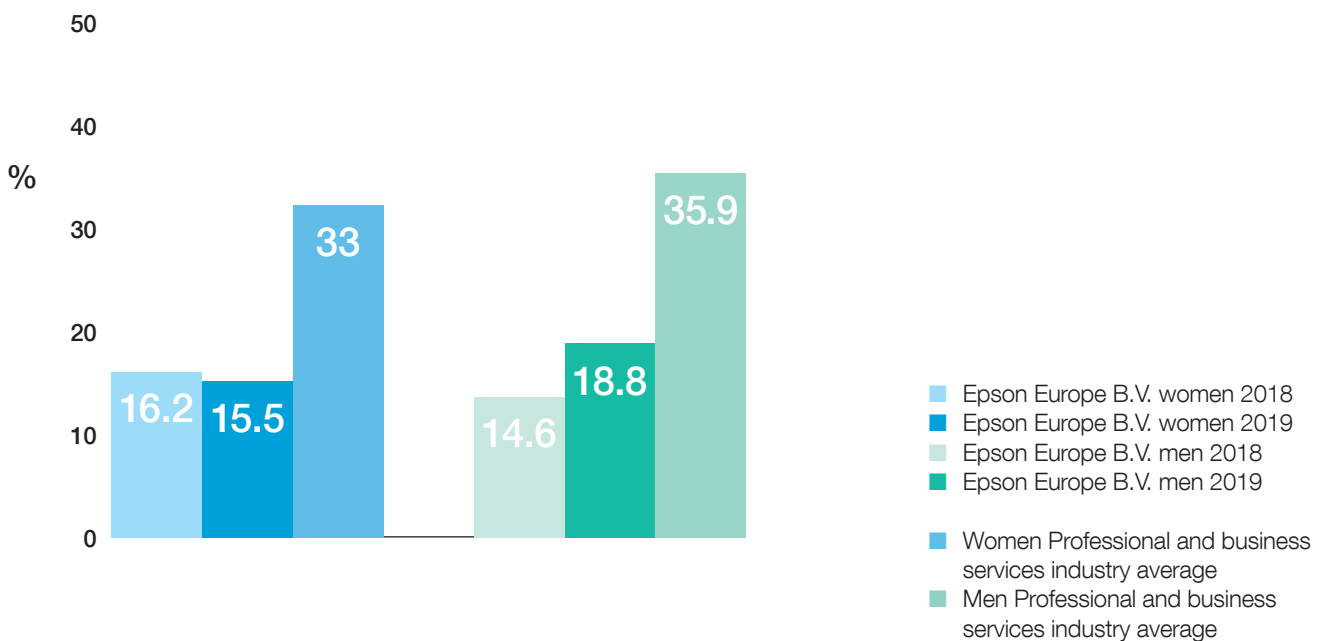
**More women are found in administrative, support roles and within the lower pay quartile compared to men. The percentage pay quartile gap has slightly worsened year on year for women in all bands. This is because we have hired and had to report on 30+ full time pay male equivalents.**

- 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



## % of employees receiving a bonus



# Career Testimonials

**Germaine Pieterse**

**SAP Technical Manager - Information Technology**

## Education / Prior Work Experience



After graduating with a Diploma in Computer Science and Information Systems from the University of South Africa, Germaine worked as an SAP Developer across many different sectors and industries, from local government to FMCG multi-nationals. During her 11 years in SAP, before joining Epson Europe B.V, Germaine worked on various projects in and around South Africa, the UK and Asia, gaining experience in SAP ABAP, Solution design and greenfield SAP implementations.

In 2014, Germaine was offered the role of Senior SAP Developer by Epson Europe B.V and, after a year, was promoted to SAP Technical Manager, taking on the responsibility of managing the SAP and EDI Development teams. As well as being responsible for the delivery of technical projects such as SAP Upgrades and Fiori application rollouts, Germaine is also responsible for ensuring that strict Change Management procedures and Quality Assurance processes are followed, so that Epson EMEAR's SAP systems remain stable and robust.

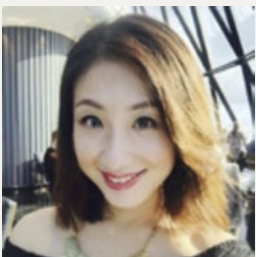
**“Epson is a great place to work! I have a fantastic team who are committed and dedicated to providing the best service they possibly can for the business. Everyone is friendly, supportive and approachable, which makes for a great working environment. Our work is incredibly challenging but also very rewarding.**

**SAP technologies have really been evolving over the last few years and it is very exciting to play a key role in taking Epson on this journey of discovery and to be involved in implementing Epson's Global SAP Strategy. I have grown so much since becoming the SAP Technical Manager, due in no small part to a company that is supportive of my development and a manager who has given me the freedom and opportunity to grow and make this role my own!”**

**Amy NG**

**Product Manager - Visual Instruments Business Unit**

## Education / Prior Work Experience



After graduating from Brunel University in BSc (Hons) Computer Science, Amy worked in a variety of Merchandise Demand Planner roles in London, UK for eight years before being contacted to work for Epson Europe B.V. as a Forecast Planner in 2016. She was involved in managing and leading the forecast and planning process for projectors and professional displays across the Europe, Middle East and African Regions.

Amy has then recently been promoted to a Product Manager role, owning the product planning stage of the product life cycle and tracking the value propositions working with key stakeholders to support technology developments.

**“I'm so glad that my line manager has selected, supported and developed me at Epson Europe B.V. The business has always supported my natural progression in each of the roles I've had. Everyone is so friendly here! We have a mixed culture between British, European and Japanese stakeholders cross functionally so it's always great to have different perspectives on solving problems. One thing I'm very passionate about is what I do and how the company gives me the courage to drive change. Here, this is an evolving place to work with so many fun challenges which is great for me because this helps myself and the company grow.”**

# 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 of our employees with flexible working requests through following our consistent policy. Flexible working requests were approved at a rate of 80% between 01 April 2018 – 31 March 2019. 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.
- Following the review of our Family Friendly Policies we have decided to enhance the pay of our maternity leave, shared parental leave and paternity leave linked to length of service with effect from 01 April 2020. Furthermore, if the baby 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.

## Talent Acquisition

- Between 01 April 2018 – 01 April 2019, 54% of hires were women which is an increase from 38% last year. This is an example of how our bias free, skills and knowledge-based talent acquisition practices led by our in-house TA Recruitment team. We continue to 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.

## Progression

- Between 01 April 2018-01 April 2019, 41% of all promotions were women which is an increase from 26% last year. Epson is proactive in enhancing female career progression and this year we have focused on mentoring. We have developed a partnership with the 30% Club, an initiative focused on supporting the progression, development and retention of female talent in our business. In our first year of implementation we have successfully placed 10 women mentees and provided 10 mentors, (men and women), of which we hope will support promoting gender diversity, develop talent and encourage women to realise their potential.
- We have scheduled unconscious bias training to be delivered across the EMEAR region in 2020. This training is designed to expose people to their unconscious biases and provide tools to adjust automatic patterns of thought and action.
- 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

I 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 2017.

**Michelle Taylor**  
HR Director EMEAR

**Robert Clark**  
Senior Vice President