

Epson UK Limited

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 EUL

UK employers with more than 250 employees are required to publish their gender pay gap results. We have three companies operating in the UK. Epson (UK) Limited has fewer than 250 employees and is therefore not required to report. However, we have decided to publish the gender pay gap in line with our company values and commitment to openness.

Epson (UK) Limited is a sales and marketing company, which sells and markets products for sale to the United Kingdom and Republic of Ireland only.

Many business support services such as information technology, facilities and human resources services are provided to it by direct parent company Epson Europe BV, which employs over 300 people based in the United Kingdom.

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.

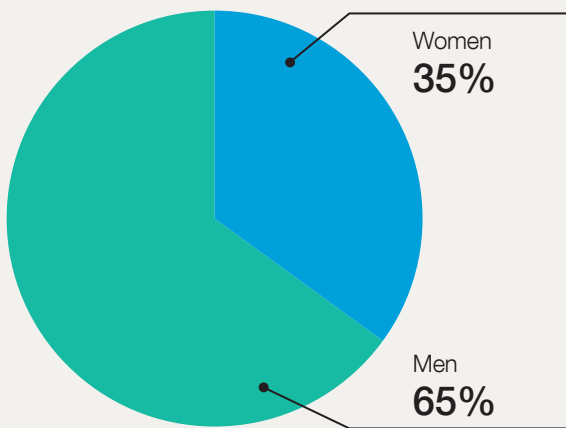
6. Pay quartiles

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.

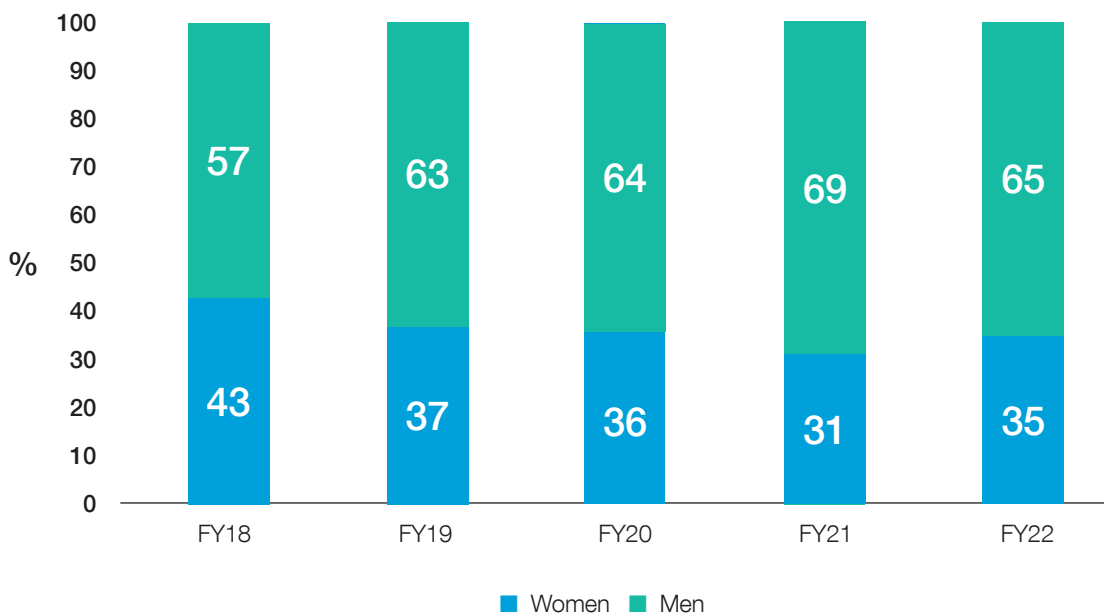
EUL total split of men and women

The diagrams below refer to Epson (UK) Limited, totalling 124 employees, with 122 employees being full pay relevant to this report based on the snapshot data from April 2022. No employees of Epson (UK) Limited have identified themselves as non-binary or chosen not to declare their gender.

EUL gender split



Gender split last 5 years

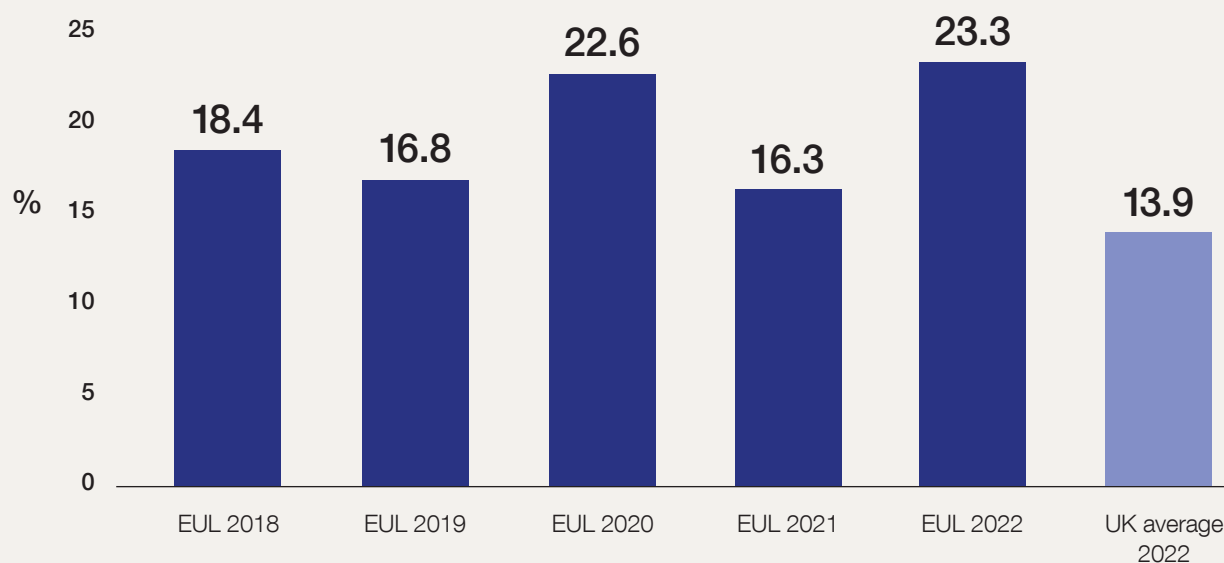


EUL mean and median

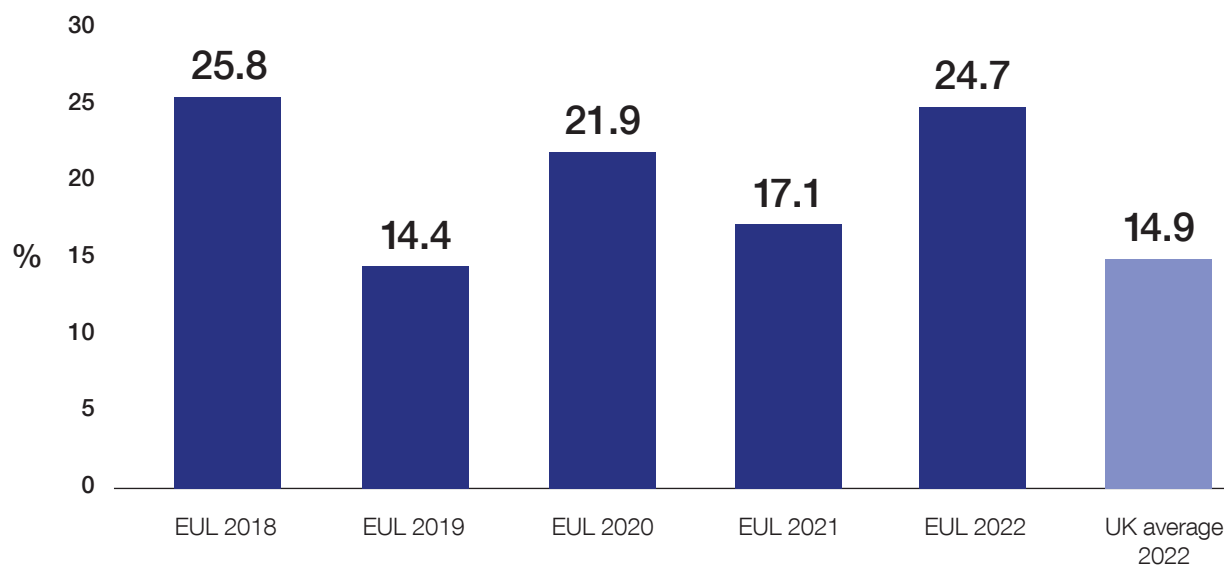
In summary there is a gender pay gap within Epson (UK) Limited of 23.3% mean and 24.7% median.

The changes in result compared to last year should be taken in context of the small number of employees we are reporting on. Epson have chosen to report despite not being required to.

EUL Mean



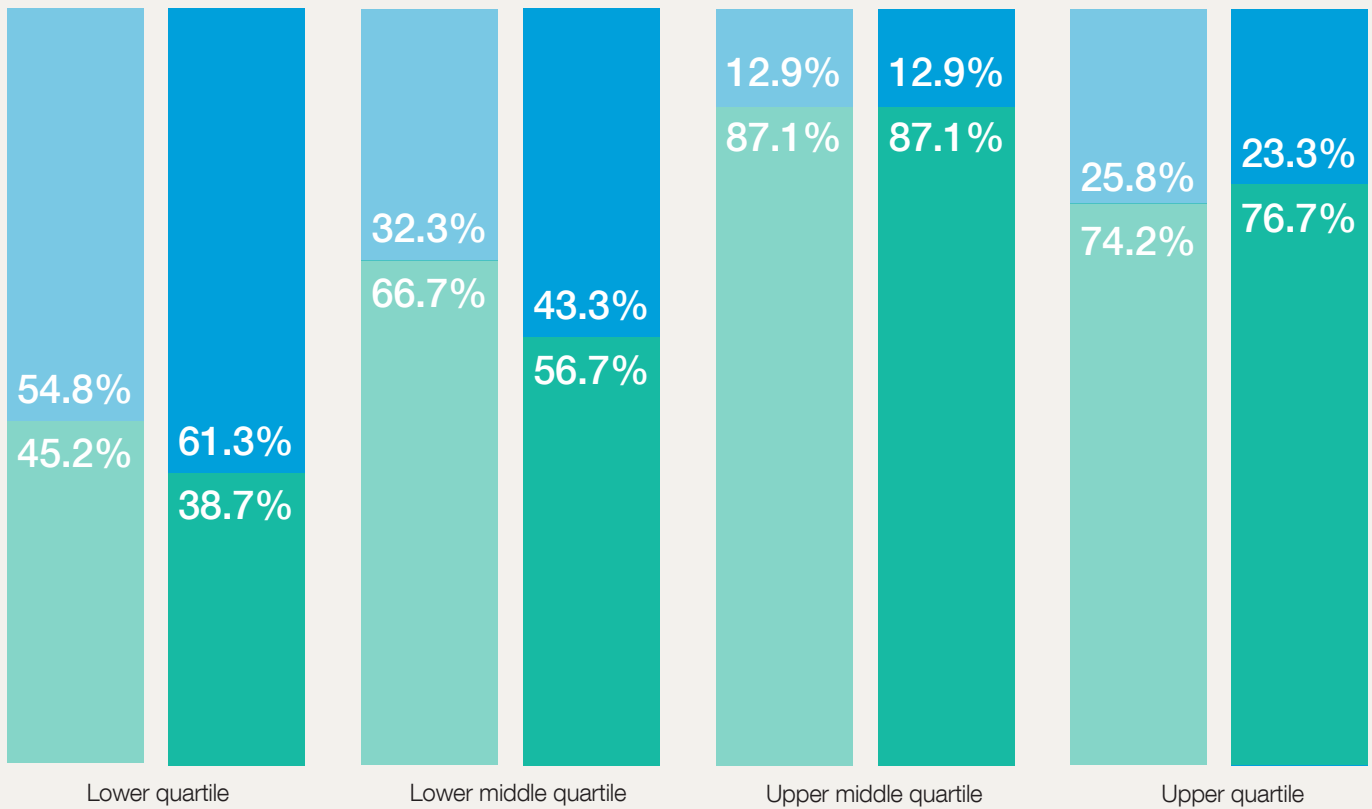
EUL Median



EUL work force quartiles

With fewer women in Epson (UK) Limited, a higher percentage of women are found in administrative and support roles, and within the lower pay quartile compared to men.

Workforce quartile



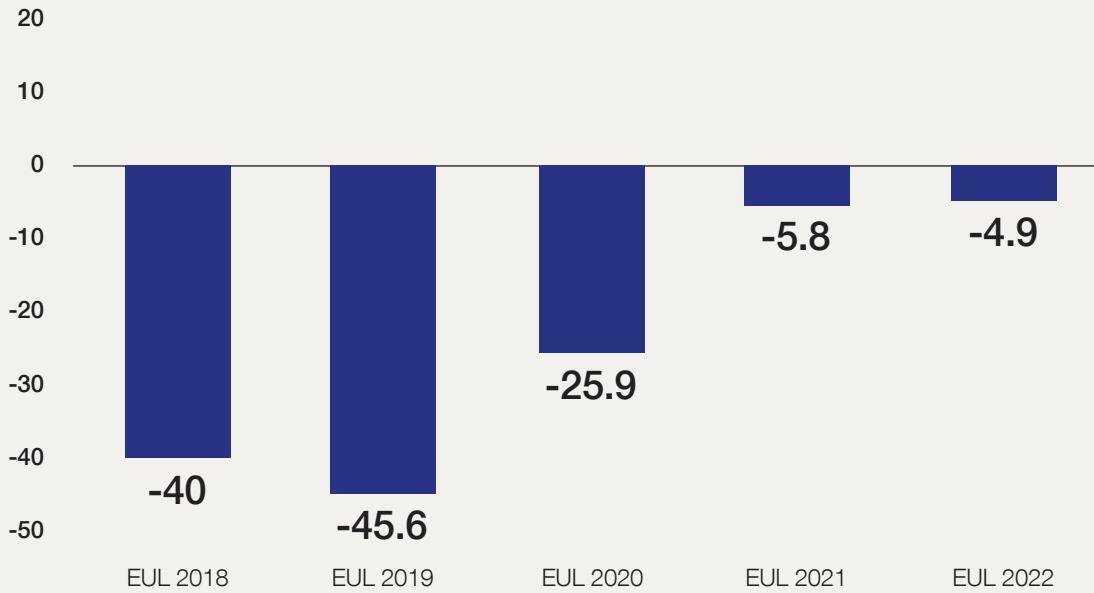
- Epson UK Limited women 2022
- Epson UK Limited men 2022
- Epson UK Limited women 2021
- Epson UK Limited men 2021

EUL bonus pay gap

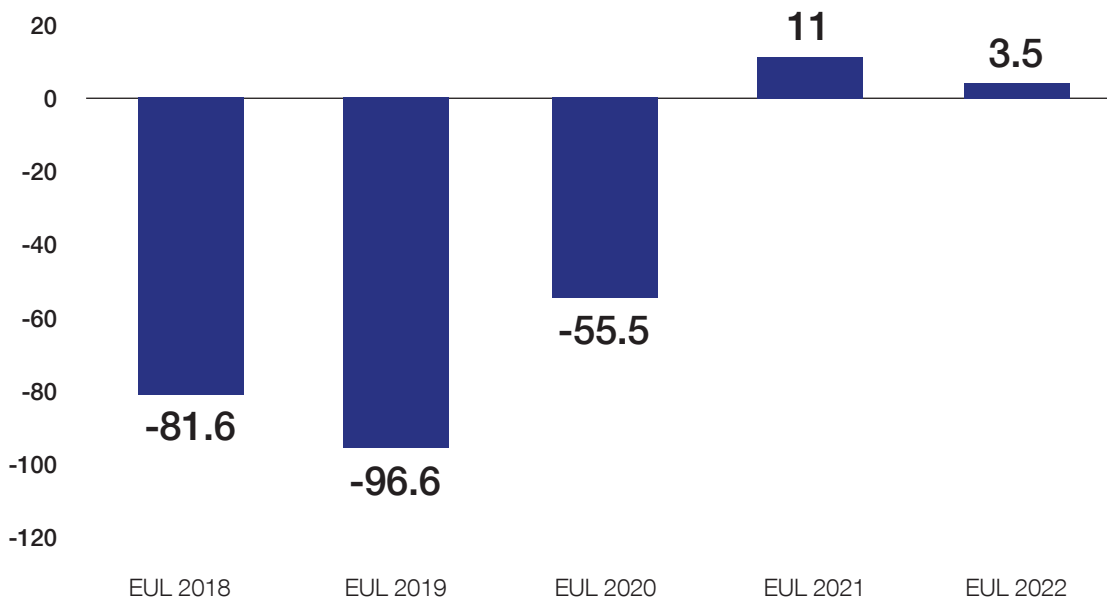
This chart shows the % gap between male and female bonus awards compared to four years' results.

Epson (UK) Limited continue to demonstrate a negative percentage for the mean. In addition, Epson (UK) Limited's median bonus pay gap has reduced from the 2021 report.

EUL employee gender bonus gap mean



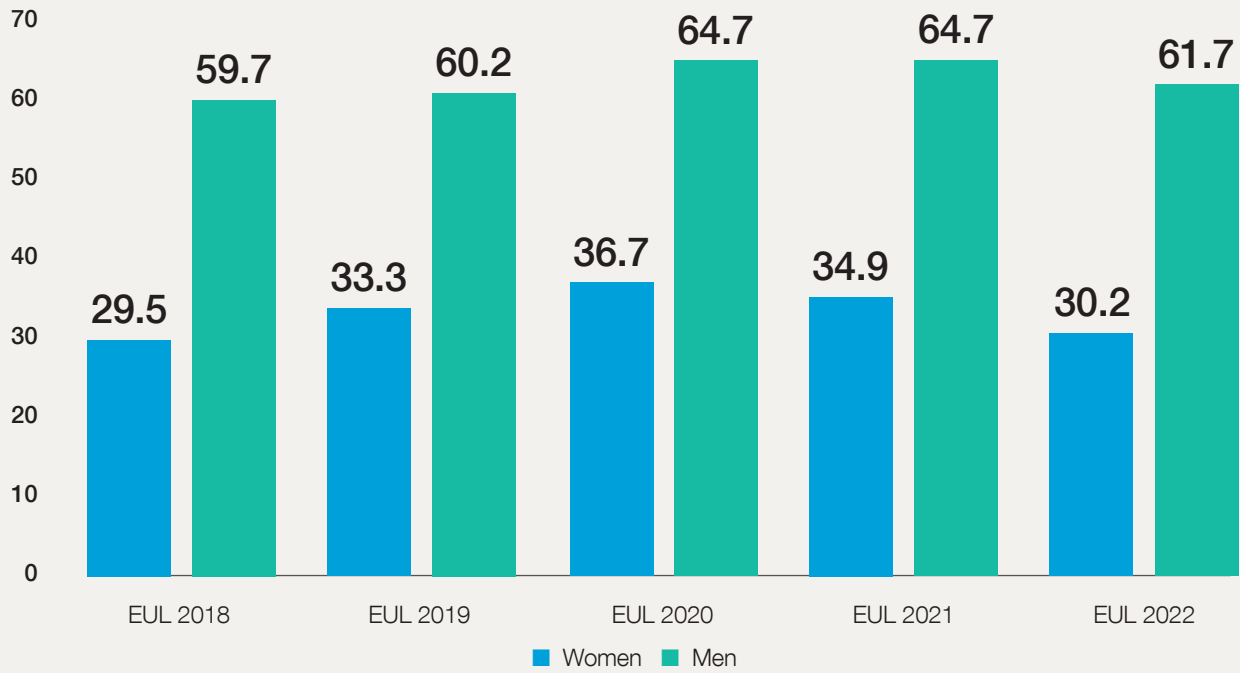
EUL employee gender bonus gap median



Gender bonus gap

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

% of employees receiving a bonus



Career testimonials

Jecinta Chiuri

Senior Management Accountant

Education / Prior Work Experience



Jecinta studied a Post graduate Diploma in Accounting & Finance. With this foundation, Jecinta's early career began with her working as an Accounts Assistant working her way up to an Accounts Analyst.

Jecinta progressed to Senior Financial Controller, including Business Partnering where her role involved identifying and resolving complex issues within operational and strategic elements. Within this role, Jecinta led local and global virtual teams, providing commercial and financial leadership to business areas and financial controllers. Jecinta developed

budgeting and forecasting plans for senior management and provided support to grow and expand business by managing and executing change in financial reporting systems.

Jecinta joined Epson UK Limited in February 2020 in the role of Senior Management Accountant and is responsible for the day-to-day supervision and coaching of the Accounting & Management team.

Jecinta leads and assists the preparation of budgets and forecasts using the appropriate tools to ensure accurate and timely work. Jecinta enjoys working on the improvement of the Finance Department by developing efficient and effective new systems and procedures.

"I truly feel part of a family at Epson, being immersed in the culture of which we are all seeking to achieve the same objectives and goals.

One of the best parts about working for Epson is working for an innovative company which values its employees wellbeing.

Epson has embraced agile working which helps me with my work life balance. I feel we work well as a team and as the saying goes "the strength of the team is each individual and the strength of each member is the team"

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 a 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, 50% of Epson (UK) Limited 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