

Epson Europe B.V.

# Gender pay gap results 2023-24



**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 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 80,000 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 Epson Europe GB

**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 2023 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 2023. 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 12 months prior to the snapshot date 5 April 2023, 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 12 months, expressed as a percentage of men; women who received a bonus commission in the twelve months, expressed as a percentage of women.

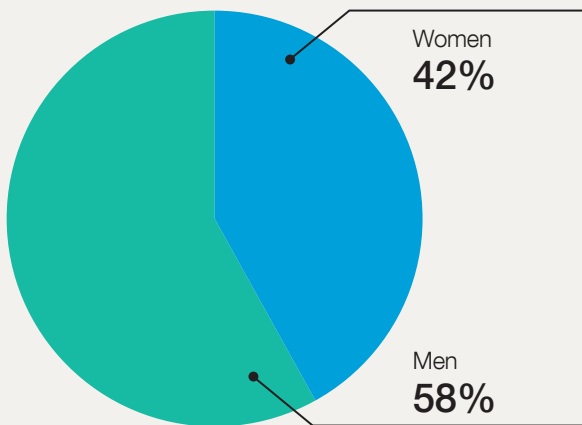
### 6 Pay quartiles

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.

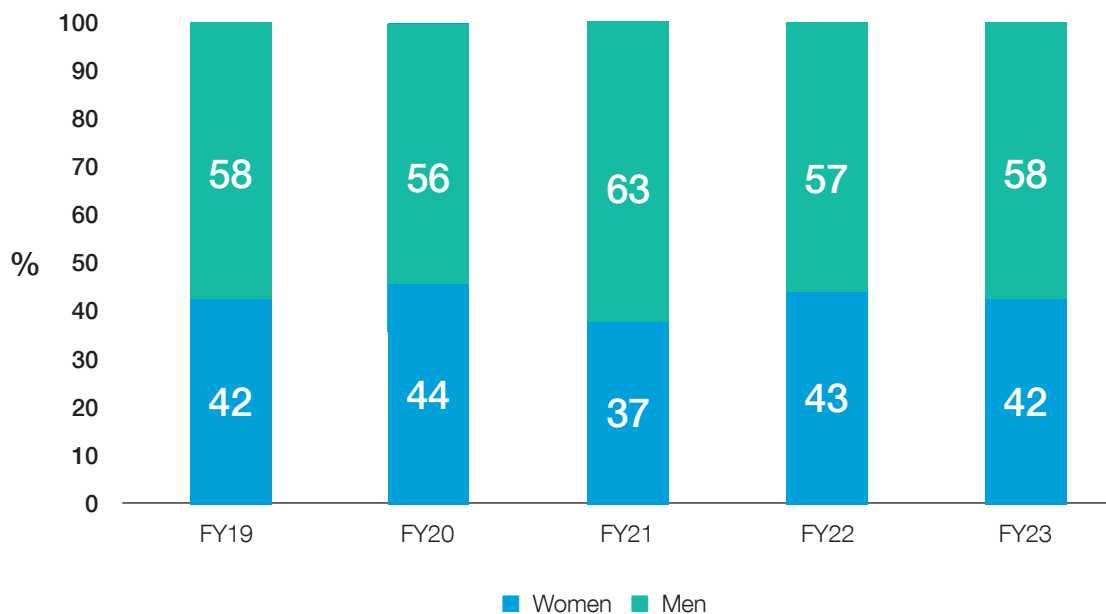
# Epson Europe GB total split of men and women

The diagrams below refer to Epson Europe B.V. totalling 286 employees, with 283 employees being full pay relevant to this report based on the snapshot data from April 2023. No employees of Epson Europe BV have identified themselves as non-binary or chosen not to declare their gender.

## Epson Europe GB gender split



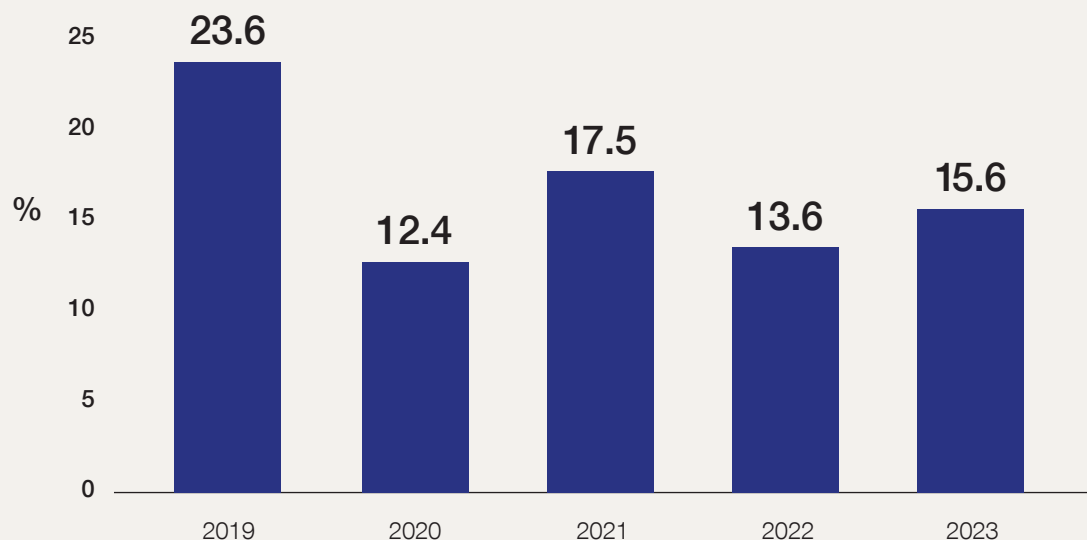
## Gender split last 5 years



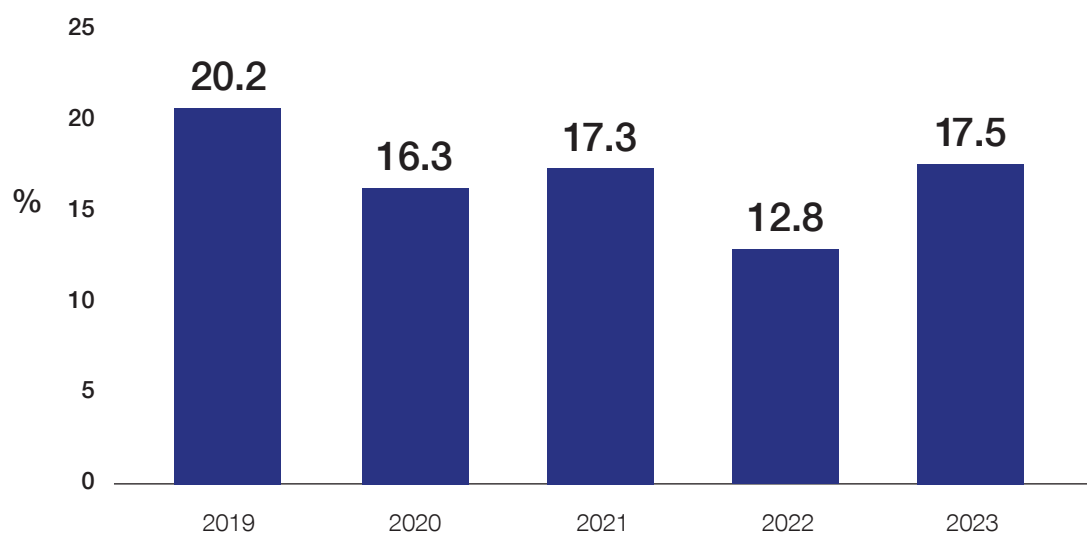
# Epson Europe GB mean and median

There is a mean gender pay gap within Epson Europe B.V. of 15.6% and a median gender pay gap of 17.5%. There has been a reduction in the Gender Pay Gap over the last five years. There have been fluctuations year to year, and the trend is we are reducing our Gender Pay Gap over time.

## Epson Europe GB Mean

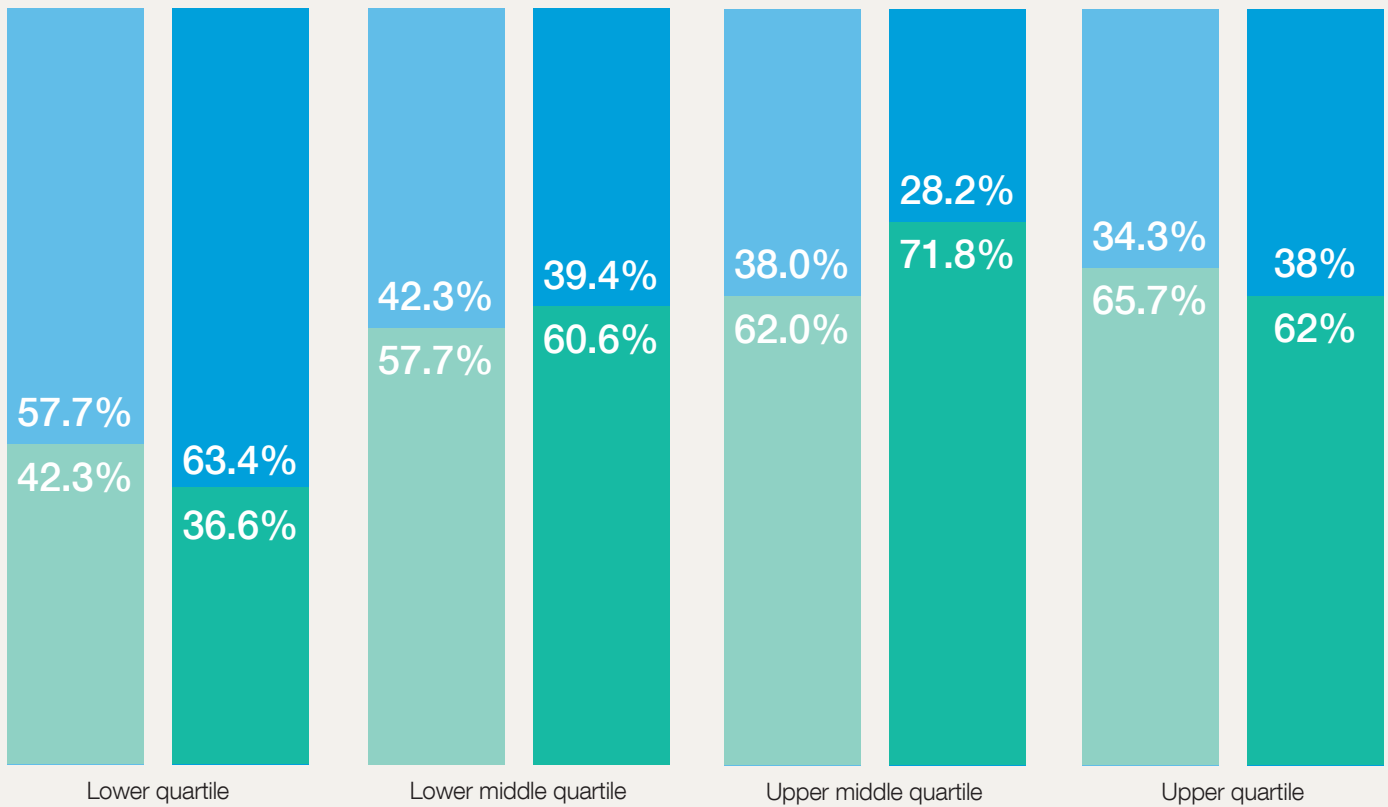


## Epson Europe GB Median



# Epson Europe GB workforce quartiles

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

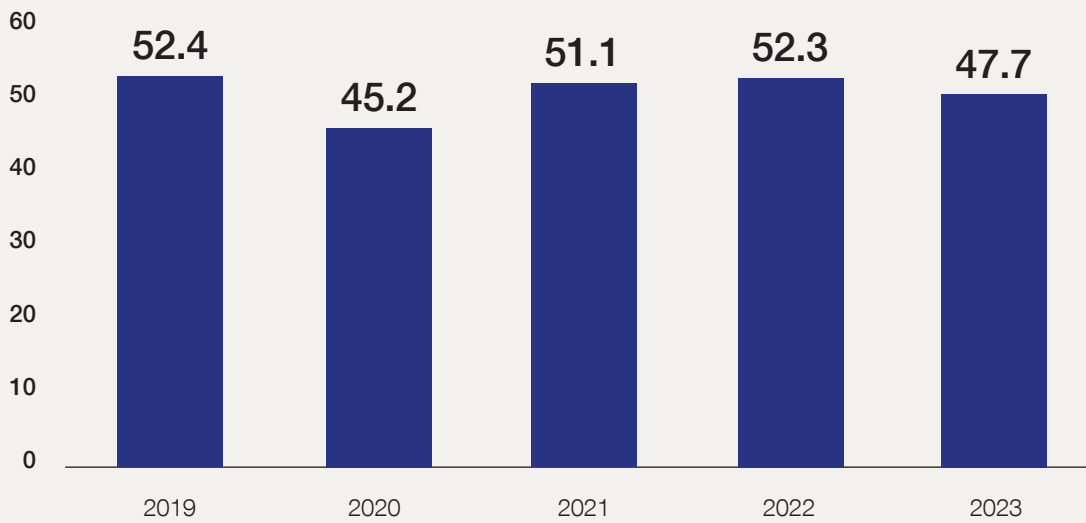


- Epson Europe B.V women 2023
- Epson Europe B.V men 2023
- Epson Europe B.V women 2022
- Epson Europe B.V men 2022

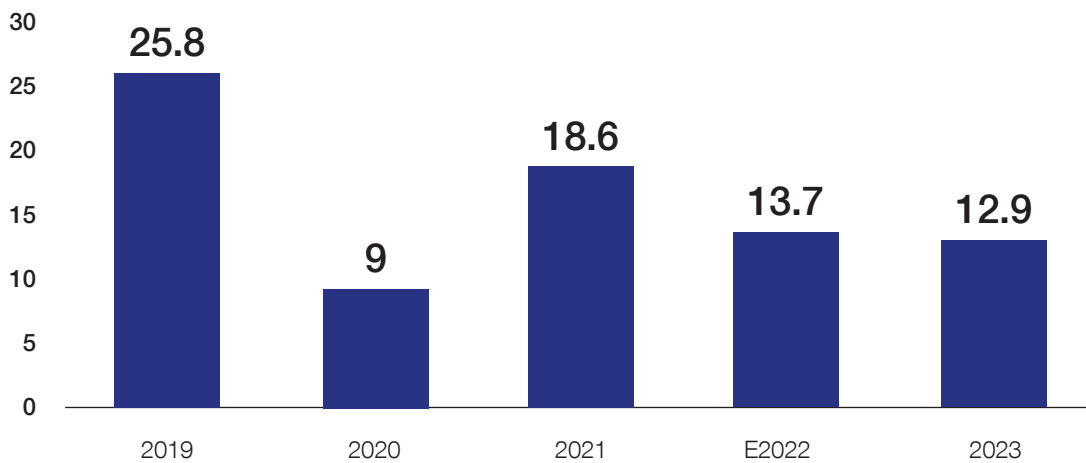
# Epson Europe GB bonus pay gap

The mean gender bonus gap decreased to 47.7%. The median gender bonus pay gap has decreased to 12.9%.

## Epson Europe GB employee gender bonus gap mean



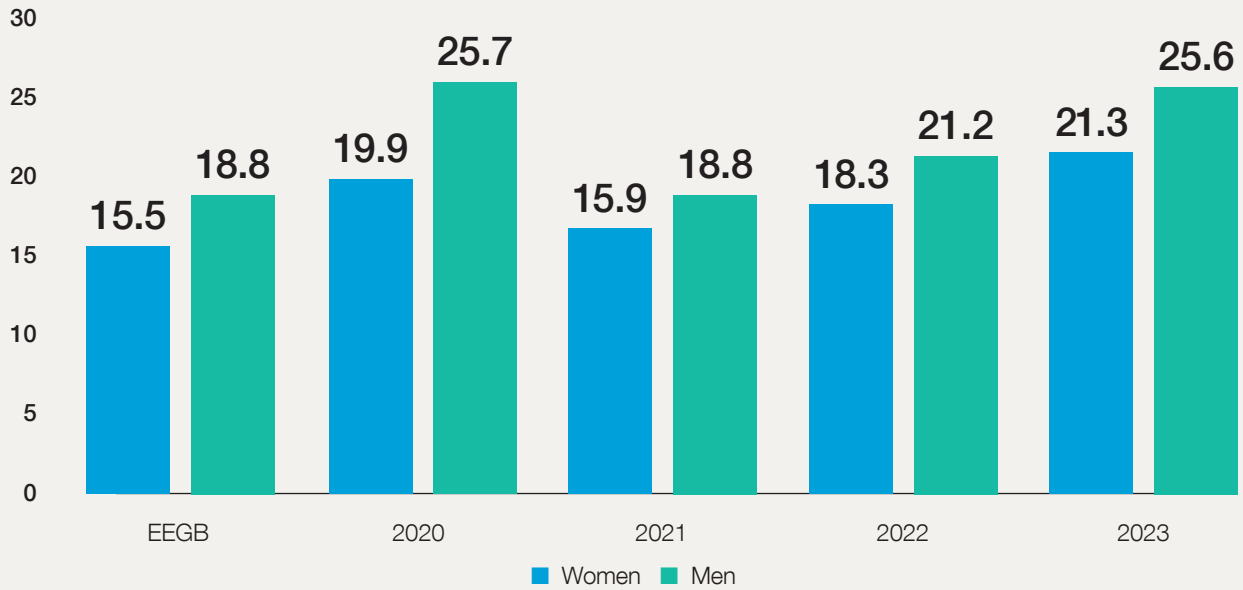
## Epson Europe GB employee gender bonus gap median



# Epson Europe GB % 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

**Nicola Isdale**

**HR Director EMEAR**

Education Work Experience



After completing her honours degree in Business Studies, specialising in Human Resources, Nicola embarked on her HR career. She began her journey at a secure cash logistics organisation, where she transitioned from an HR Advisory role to HR Manager. During this tenure, Nicola spearheaded multiple change initiatives, including a significant business acquisition project that unified three organisations with distinct cultures into a cohesive new entity.

Seeking new challenges, Nicola transitioned to the oil sector, assuming responsibility for leading HR for the international division. Here, she established robust HR practices and played a pivotal role in leading the people teams in various acquisition and development projects.

Nicola joined Epson in 2011 as a Senior HR Business Partner. The concept of business partnering with the business was relatively new and as this evolved and developed, Nicola was appointed to the Head of HR Business Partnering role in 2013. Fast forward to 2023, and Nicola now holds the position of HR Director for EMEA. Her mission is to collaboratively shape and drive a new People Strategy that fosters an enriching environment where both our business and people can thrive.

**After dedicating nearly 13 years to Epson, I remain invigorated by the business challenges we face and the impactful role our HR team plays. Throughout my tenure, I've experienced both professional and personal growth, and I eagerly anticipate further development alongside my dedicated team.**

**Moreover, I take immense pride in partnering with our leadership team to cultivate a diverse, equitable, and inclusive workplace. My particular focus is on advancing women, especially into management and leadership roles within our organisation. My aspiration is for Epson to be widely acknowledged as an institution that genuinely values and supports women in their professional journey.**

# Action plan to address gap

**In line with supporting the UN 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.

Epson is proud to have engaged with external consultants to create a bespoke and tailored Diversity Equity & Inclusion (DE&I) programme 'The Power of All Managing Inclusion,' with all line managers attending a one day workshop and plans to roll out further training in FY24 to all employees.

The workshop has been specifically designed for managers, acknowledging the important role they play in leading teams, and communicating and modelling the behaviour that can help create and maintain an inclusive culture.

## 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 01 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 well-being, 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 five 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 01 April 2022 – 31 March 2023, 37.5% of Epson Europe GB external hires were women for Epson Europe GB. 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.

In FY24 our objective is to review and enhance our talent management policies and processes, starting with a focus on recruitment to ensure equity is a primary consideration.



# Action plan to address gap

## Pay

We continue to utilise the systematic and analytical job levelling methodology that we subscribed to with Willis Towers Watson's market pay data. This support 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 DE&I focus groups

In FY23, we ran our second employee opinion survey across our EMEA organisation as part of our commitment to understanding our employees' views. We are working to reflect on the survey outcomes and focus on the key themes that emerge.

We ran a specific DE&I survey and are currently holding female specific focus groups and look to work together with our employees to take further DE&I actions in FY24 as a result of the employee feedback

## New DE&I Programme

Key strategic action has been to create awareness and embed DE&I in ways of working, through targeted DE&I learning interventions for all managers and individual contributors. Our tailored DE&I programme, 'The Power of All Managing Inclusion,' has been rolled out with 90 managers across Epson Europe and Epson (UK) Limited being trained before the end of the financial year.



# 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.



**Robert Clark**  
Senior Vice President



**Nicola Isdale**  
HR Director EMEAR