



# Understanding the gender pay gap data.

Snapshot date: 4th April 2022

# Creating a workplace environment that promotes diversity and inclusion.

**At Kyocera we are committed to building a company and culture that reflects the societies in which we operate and, aligned with the Kyocera Philosophy, “provide opportunities for the material and intellectual growth of all our employees, and through our joint efforts, contribute to the advancement of society and humankind.”**

**Diversity is a driver of making more conscious and sometimes courageous decisions. It boosts innovation and addresses opportunities from different perspectives.**

Monitoring our gender pay data, and more importantly, understanding the factors that contribute to differences is an important aspect which helps us achieve that. We understand that our People represent a major source of our competitive advantage and alongside our products, services, and innovative solutions, we are continually looking at ways to improve what we do, how we do it and how we collaborate with our employees and customers.

In the Sales and Technology sector, we recognise that the pool of female talent is smaller than in some other sectors. Competing for all talent ‘both male or female’ against “global and household name” brands are not easy, but we have a progressive foundation of female talent, a strong ethos of innovation and growth strategy, so we don’t shy away from taking action. We pride ourselves on being an ethical employer with a diverse, talented, and motivated workforce and will improve in these areas throughout the years and beyond. We are continually looking at ways we can increase our diversity, equality and inclusiveness to ensure that we attracting more diverse candidates.

Our Philosophy, underpins what we do. Not only do we believe this is the right thing to do, but there are clear benefits to our employees and customers in achieving an even balance in pay across genders.



# Our results for Fiscal Year 22.

This our fourth Gender Pay Gap Report examining these figures. The data highlights that there is a need to continue to focus on our gender pay differences. We believe that addressing the differences and gaps is a matter of taking a number of key steps and continuing to do the RIGHT things.

We also know that closing this gender pay gap will take time and is a challenge faced not only by us, but by many other organisations in the sales and technology sectors as well as across different sectors national and social boundaries. We are committed to take action to improve our gender representation within the Company and will continue to drive this forward over the coming years.

On the snapshot date for the year there is an increase in the number of employees within Kyocera, in FY21 we had 296 employees on the snapshot date, with an increase of 36 employees in FY22. Kyocera has a greater proportion of male employees in general with higher salaries. 18.73% of the workforce is female. With a 0.84% increase during FY22, this position continues to be a long-term focus as the level of female applicants into the industry continues to remain low in the UK.

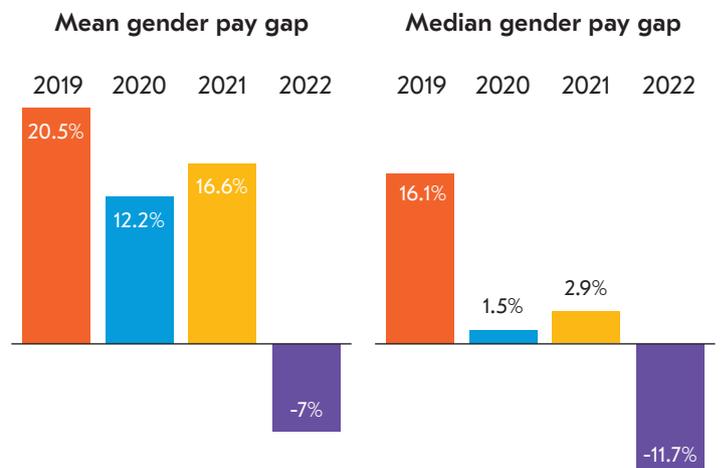
**Snapshot date: 332 employees**

## Gender Distribution of matching Hourly Pay.

Our FY22 data shows that females on the mean (average) are paid 7% per hour more than males, and the median (middle) is 11.7% more per hour.

This data is based on salary + variable pay received in the period of the snapshot date. During this period there was significantly lower variable pay and we recognise that this shows an improvement that will change when reporting future figures which will include variable pay.

It is important to note that this data is based on employees who are within the 'full-pay relevant category,' where those who were on 'leave' and receiving less than full pay would have been excluded from the data.

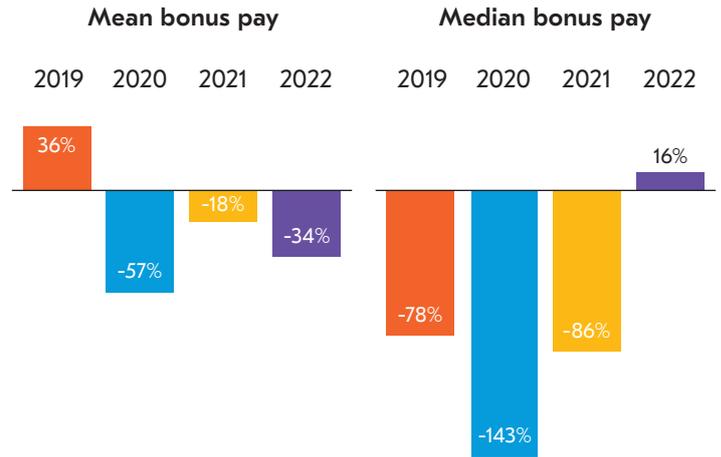


## Distribution of Bonus Payments to Genders.

Our FY22 data below shares the mean (average) and median (middle amount) gender pay gap for bonuses as a percentage of male employees' bonus figures.

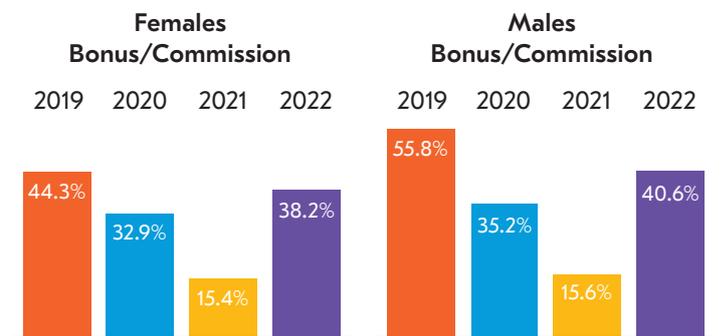
This data is based on 'relevant employees,' this means all employees employed by the employer on the snapshot date mentioned at the beginning of this report.

The mean gender bonus gap (difference between males and females) is -34% with the average award being higher for females and the median (middle award between males and females) being 16.2% higher in the male population.



## Proportion by Gender who got paid Bonus/Commission.

Our FY22 data below shares the distribution of bonus payments made to all genders that fall into the 'relevant employees'. This data demonstrates that we have achieved a bonus position that is progressing to a more equal position, with an increase of 22.8% of females who received bonus from FY21 and 25% for the male population.

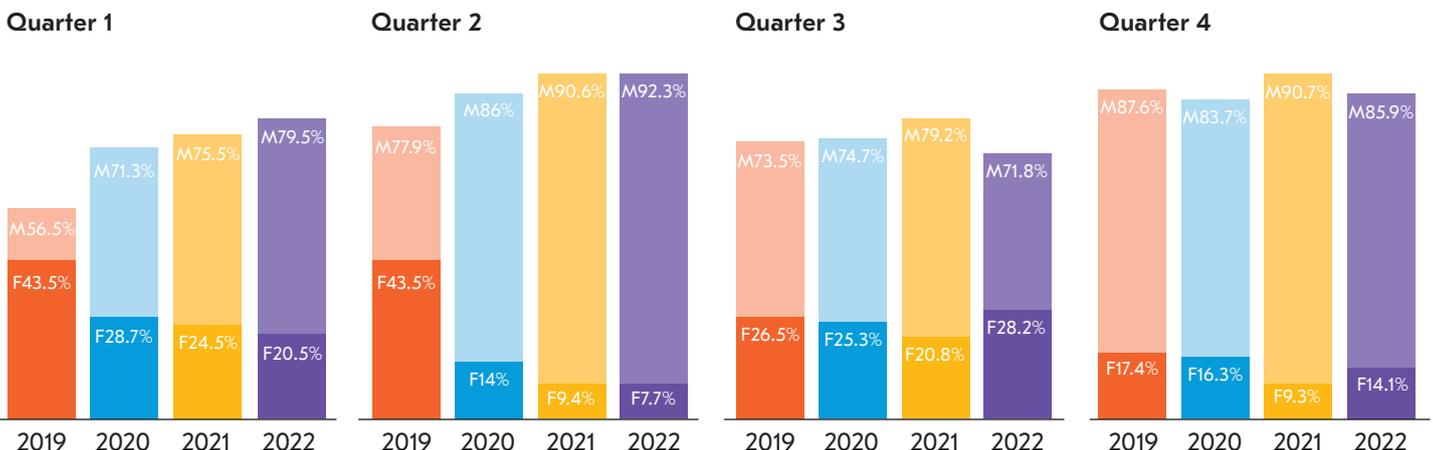


## The percentage of Male and Female employees in each hourly pay Quarter (Quartile).

Our FY22 data is based on the percentage of male and female full-pay relevant employees in the following four equal sized groups of employees based on their hourly pay:

- Q4 - upper hourly pay quartile
- Q3 - upper middle hourly pay quartile
- Q2 - lower middle hourly pay quartile
- Q1 - lower hourly pay quartile

The difference between each quartile continues to fluctuate for all genders. However, the table below shows that over the past few years, each quartile position for females has been regressing, this is impacted by the overall smaller number of female employees entering the workforce in all roles.



# Summary.



Our data highlights that we continue to need to do more to attract, support and encourage more women to fulfil their career potential. We also recognise that there is a **Gender Pay Gap** to be addressed in Kyocera.

We continue to focus on the following actions to assist us in closing our **Gender Pay Gaps**:

- + **We are building a more diverse and inclusive leadership population across all areas of the organisation**, by delivering leadership development programs and development available to all employees who choose to participate.
- + **Continuing to make our working conditions and policies more family friendly and reviewing and implementing working practices** that encourage an inclusive culture. For example, we have introduced a Hybrid working policy for all employees who are office based, promoting more flexibility to work from home in a permanent capacity.
- + **Continuing to review the experiences of our employees who go on maternity, adoption, or shared parental leave.** Looking at how we can help managers to understand the importance of the support they provide to employees during the lead up to their leave, whilst they are off and when they return to work. For example we have increased our paternity pay offering to new fathers.
- + **Continuing to work with other organisations and industry associations to establish how the sales and technology industries can attract a higher proportion of women.** This includes continuing our commitment to our status as a national living wage employer.
- + **Working towards alignment of employee benefits across the entire group to ensure that that all employees are equal.** We have now introduced Life Assurance for all group employees at no extra cost to the employee and this benefits all genders. We also introduce a perks benefit option where employees can get access to discounted products and services
- + **Mental Health focus** – We have a wellbeing team within the group and a large number of mental health first aiders in the organisation.
- + **We are continuously improving the way we recruit and promote employees through;** encouraging a more diverse candidate pool to apply for roles. We have worked to perform a preferred supplier arrangement and are looking to develop those relationships further.

**Our gender pay gap position is not where we want to be.**

We understand that to close the gap we need to make long-term and sustainable change. It is the RIGHT thing to do for the future success of our employees, customers and ultimately our business. We are confident that by understanding what's driving the pay gap and responding with clear, positive, and inclusive actions guided by our values, we will continue to develop a culture of inclusion and respect.

We want the diversity of skills, backgrounds, and experiences as well as our working practices to drive a culture that supports all our people to fulfil their career potential and be paid fairly.

**I can confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**

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