



# Understanding the gender pay gap data.

Snapshot date: 4th April 2021

# 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 work 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 is 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 work on improving in these areas throughout the years and beyond.

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 as well as diversity which reflects the societies which we represent.



# Our results for Fiscal Year 21.

This our third Gender Pay Gap Report examining these figures. The data highlights that there is a continual need 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 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 and social boundaries. We are committed to taking action to improve our gender representation within the Company and continue to drive this forward over the coming years.

On the snapshot date for the year, there has been a considerable decrease in the number of employees within Kyocera. In FY20 we had 346 employees which reduced to 296 employees on the snapshot date in FY21 representing a decrease of 50 employees. Like many organisations, we experienced a reduction in the workforce due to the pandemic and this is showing up in our results. Kyocera has a greater proportion of male employees in general with higher salaries. Only 17.57% of the workforce is female, with a 3.53% decrease from FY20, this position will require a long-term focus as the level of female applicants into the industry continues to remain low in the UK.

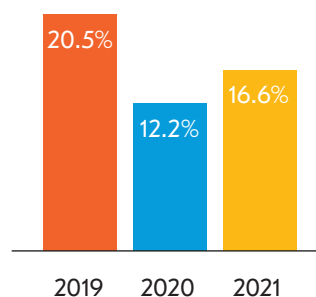
**Snapshot date: 296 employees**

## Gender Distribution of matching Hourly Pay.

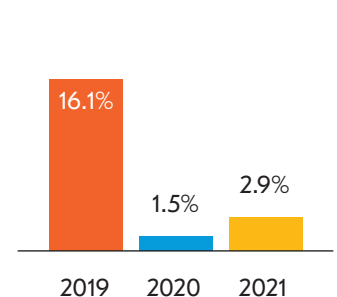
Our FY21 data shows that males on the mean (average) are paid 16.6% per hour more than females, and the median (middle) is 2.9% more per hour.

After a significant reduction between FY19 and FY20, In FY21, as a direct result in the Pandemic driven reduction in employees, the gap between Mean and Median Pay Gap widened, which is disappointing given the progress we had been making in prior years. It is important to note that this data is based on employees who received 'full-pay relevant employees', where those who were on 'leave' (including furloughed leave) and receiving less than full pay would have been excluded from the data.

Mean gender pay gap



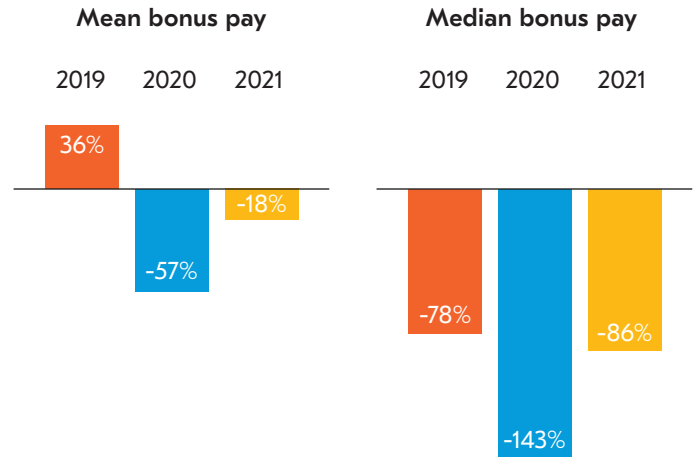
Median gender pay gap



## Distribution of Bonus Payments to Genders.

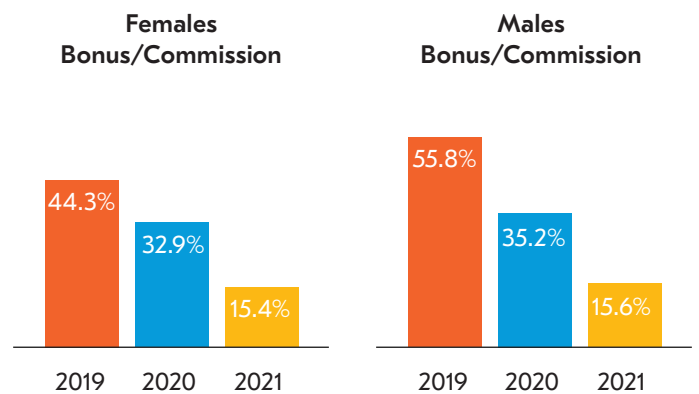
Our FY21 data below shares the mean (average) and median (middle amount) gender pay gap for bonuses as a percentage of men's pay.

It is encouraging that the gap between the amount of bonuses received by each gender is decreasing. In FY21 bonuses were significantly reduced during the calendar year due to the pandemic and use of furlough leave. At the same time, females whom were eligible for bonuses improved. This data is based on 'relevant employees'. This includes all employees employed by the employer on the snapshot date mentioned at the beginning of this report.



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

Our FY21 data below shares the distribution of bonus payments made to both genders that fall into the 'relevant employees'. We are pleased that this data demonstrates that we have achieved a bonus position that is equal for this period.

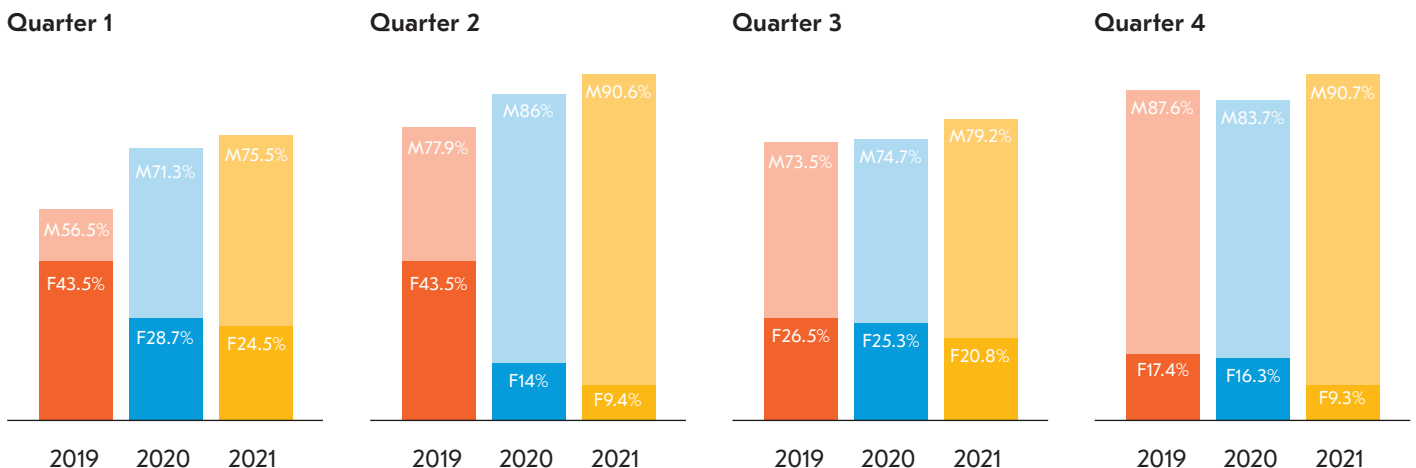


## The percentage of Male and Female employees in each hourly pay Quarter (Quartile).

Our FY21 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

Over the previous 2 years, the difference between each quartile has fluctuated for both genders with furlough contributing to this. However, the table below shows that over the past few years, each quartile position for females has been in decline, whilst the males has been on the incline. Despite progressive attempts to reduce this position, the retention of female employees has proved very challenging in this fiscal year.



# Summary.



**Our data highlights that we need to continue to focus on attracting, supporting and encouraging more women to fulfil their career potential. We also recognise that there is a Gender Pay Gap to be addressed in Kyocera.**

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

- + **We are working on building a more diverse and inclusive leadership population across all areas of the organisation.** To address this we are delivering a leadership development program "Acclimatise" which is available to all employees whom 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. We have introduced a Hybrid working policy for all employees whom 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 our employees during the lead up to their leave, whilst they are off and when they return to work.
- + **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 with our commitment to our status as a national living wage employer.
- + **Working towards alignment of employee benefits across the entire group to ensure that all employees are equal.** We have now introduced Life Assurance for all group employees at no extra cost to the employee which benefits all genders. We have also introduced a "perks" benefit option to all employees who now have access to discounted products and services.
- + **Mental Health focus** – We have a diverse wellbeing team within the group and a large number of mental health first aiders throughout the organisation. We continue to focus on wellbeing programmes that enable us to support needs of all employees including female specific conditions such as the menopause.
- + **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 these relationships further.

**In summary, our gender pay gap position is not yet where we want to be.**

We understand that to close the gap we need to continue to focus on 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 and Kyocera Philosophy, we will continue to develop a culture of inclusion and respect.

Our Philosophy is focused on ensuring we "provide opportunities for the material and intellectual growth of all our employees". To achieve this we must attract and retain a diversity of skills, backgrounds and experiences as well as ensuring that our working practices 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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