

The background of the slide is a high-quality image of space. It features a bright sun or star on the left side, creating a strong lens flare effect. The horizon of the Earth is visible in the lower half of the image, showing swirling cloud patterns and the curvature of the planet. The sky is a deep orange-red color, filled with numerous small, distant stars.

# Panasonic Manufacturing UK Ltd Gender Pay Gap Report 2017





A handwritten signature in black ink, appearing to read 'Y Morimoto'.

**Yasushi Morimoto**  
Managing Director  
Panasonic Manufacturing UK  
Ltd (PMUK)

The importance of people and their well being has been a fundamental feature of Panasonic's Business Philosophy for the past 100 years. Panasonic recognises that our success is propelled by the creativity and dedication of our highly skilled, experienced employees and the Company works hard to foster a culture where people are treated equally, with respect and are recognised for the contribution they make.

We acknowledge that our median pay gap is above the UK average and that a gender pay gap does exist. We accept our responsibility in addressing this. We pride ourselves on fairness and equality and are confident that men and women are paid equally for doing equivalent jobs with equivalent experience across the company.

Our gender pay gap is principally driven by there being a greater proportion of men in more senior positions and highly technical roles which typically attract higher salary levels. Our overall workforce profile is predominantly male with skilled engineering/technical roles making up almost 40% of our workforce. This is not unique to Panasonic as such professions traditionally attract fewer women across their sectors. We commit to focusing on how we can challenge trends and attract more women into such male dominated sectors.

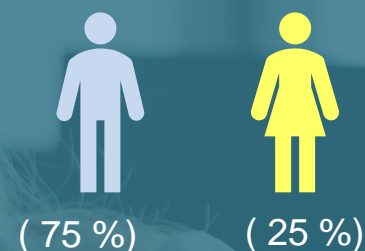
Over recent years we have focused on establishing strong links with vocational and academic partners to encourage career development and apprenticeship opportunities for both genders. It is hoped that this will strengthen our succession pipelines resulting in an increase in the proportion of women attaining senior roles and /or working within technical specialisms throughout our organisation over the coming years. Through our membership of the Good Recruitment Campaign we will also continue to review how we attract, recruit, retain and optimise top female talent, ensuring they remain free from unconscious male bias.

We will report on our progress annually and will evolve our strategies in an attempt to close our gender pay gap through the continued promotion of fair policies and practices. I can confirm that the PMUK gender pay report and all the data contained within is accurate and has been calculated in accordance with The Equality Act 2010 regulations.



Gender Pay Gap regulations requires all UK legal entities with over 250 employees to publish the following set of data annually. The Gender Pay Gap requirement is designed to look at the difference between the average female and average male, regardless of their role or level within the company. The following data represents a snapshot date of 5<sup>th</sup> April 2017 (with the Bonus related data reflecting 6<sup>th</sup> April 2016 – 5<sup>th</sup> April 2017).

## Workforce Profile Overall (437 Employees)



## Current National Average

Mean  
17.4%

Median  
18.4%

*Source: ONS, October 2017 figures*

## Pay Gap Between Men and Women



Median: 20.24 %

Mean: 28.70 %

## Bonus Gap Between Men and Women



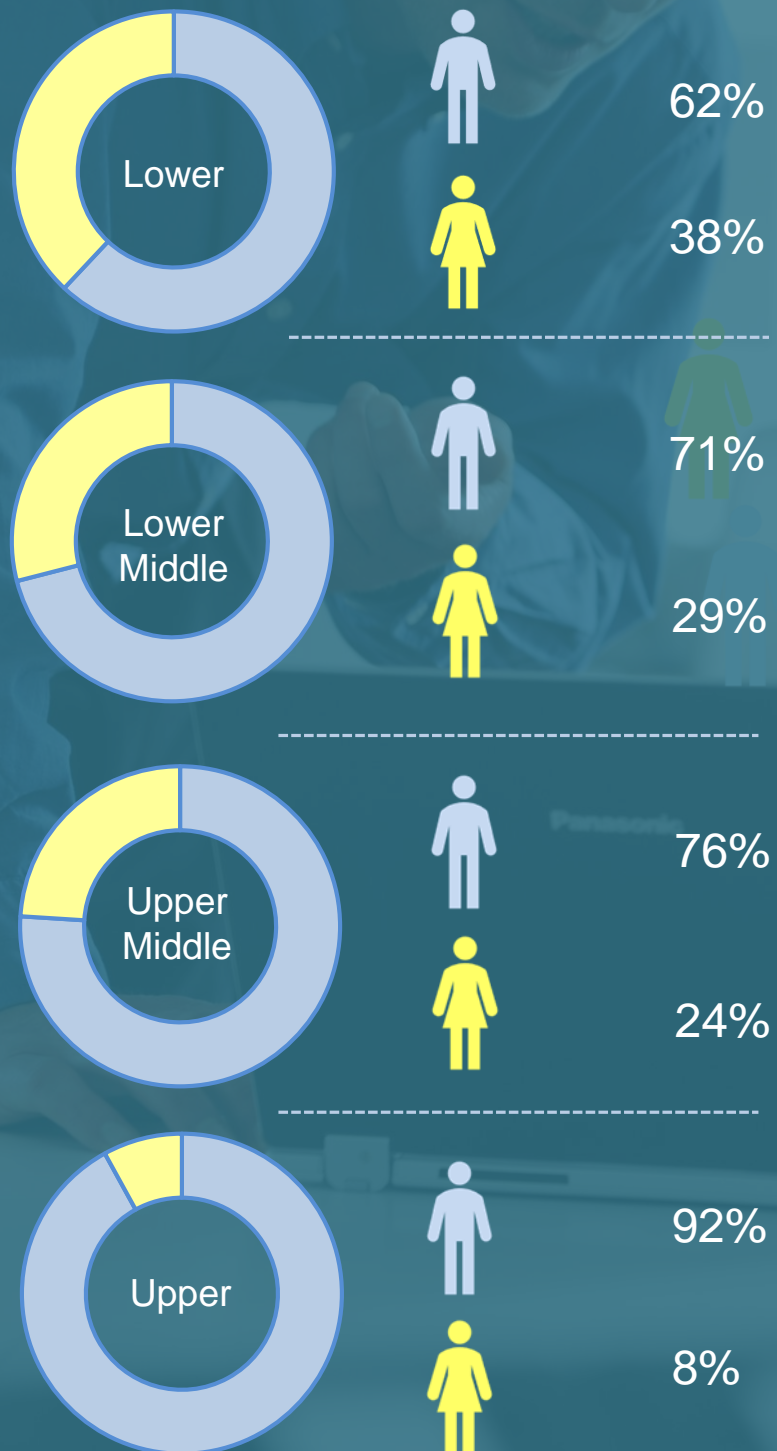
Median: 50 %

Mean: 72.13 %

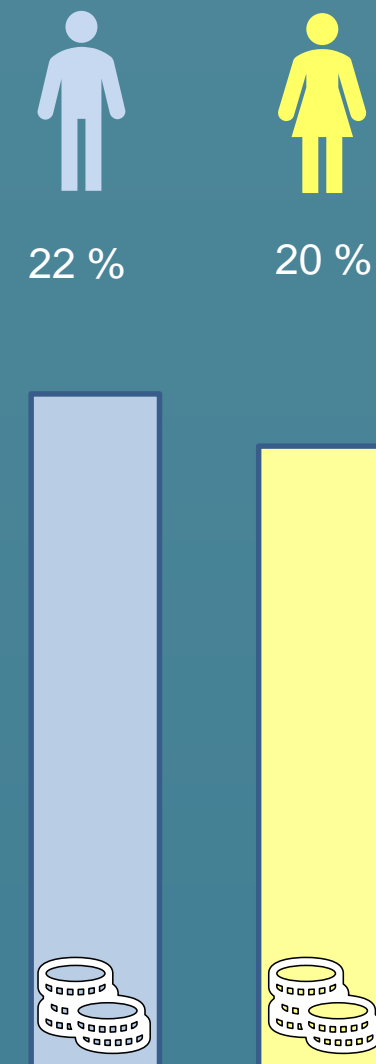
# Gender Pay Gap Report 2017

**Panasonic**

## Proportion of Men and Women by Quartile Bands



## Proportions of Men and Women Receiving a Bonus



42% of the workforce take part in a bonus scheme