

# Panasonic Manufacturing UK Ltd Gender Pay Gap Report 2018

# Gender Pay Gap Report 2018

**Panasonic**

This is our second year reporting on Gender Pay gap within Panasonic Manufacturing UK Ltd. Comparing our results with last year there are some positive trends emerging with our mean gender pay gap decreasing and an increase in the number of women in both the lower middle and upper quartiles. These trends are encouraging and provide a great foundation upon which to build in the future.

Whilst we remain confident that equal pay is not an issue within our Company, we do accept that a gender gap still exists. Our overall workforce profile remains unchanged from last year and so our gender pay gap is still driven by there being a greater proportion of men in more senior positions and highly technical roles. These roles typically attract higher salaries / bonuses and skilled engineering/technical roles (making up almost 40% of our workforce) continue to be male dominated professions.

We continue to collaborate with academic and vocational partners to see how we can help to challenge trends and encourage the study of engineering/technical subjects through work placements /apprenticeship schemes in our highly technical manufacturing environment. We have also invested in our existing workforce through various skill based training programmes which we believe will not only widen capability but also give employees the confidence to drive ownership of career development, fostering aspiration amongst female talent to succeed in critical roles.

We are committed to improving gender diversity in management /leadership positions. This year the Panasonic Europe Women in Leadership Development programme will be launched, creating opportunities for female Managers to further strengthen their leadership capabilities as well as establish professional networks all of which will reveal a pipeline of female talent.

Talent for Tomorrow, a two year programme to prepare employees for first level management roles is attracting a higher number of talented women within our organisation and we are confident that they will become leaders of the future. We are conscious that there is some way to go to close our gender pay gap however we strongly believe that over the longer term we will continue to see positive changes. We will continue to report on our progress and 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



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

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

Gender Pay Gap regulations require 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 2018 (with the Bonus related data reflecting 6<sup>th</sup> April 2017 – 5<sup>th</sup> April 2018).

## Workforce Profile Overall (423 Employees)



(75%)



(25%)

## Current National Averages

UK  
17.9%

Manufacturing  
20%

Technical Sector  
23.9%

Source: ONS, October 2018 figures

## Pay Gap Between Men and Women



Median: 20.81%  
(Middle)

Mean: 28.27%  
(Average)

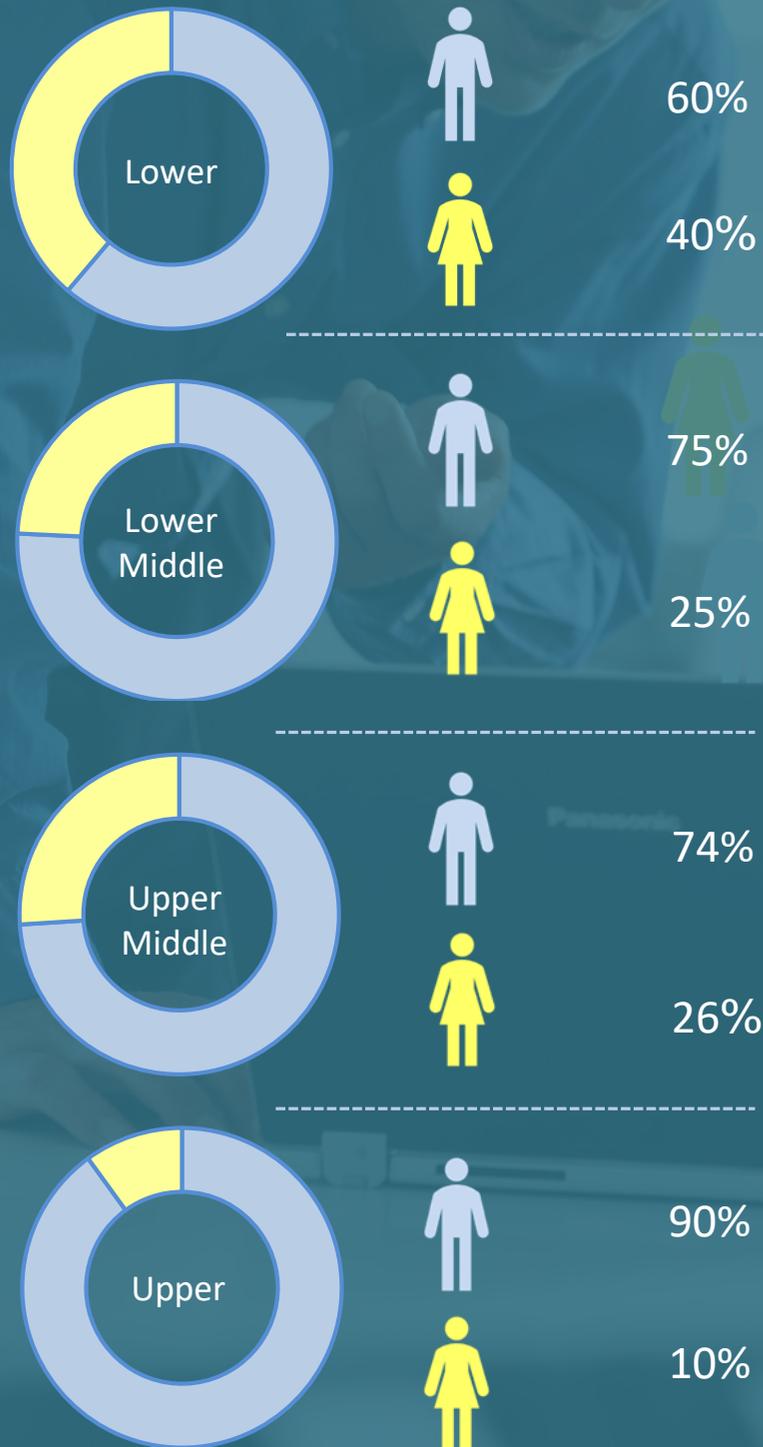
## Bonus Gap Between Men and Women



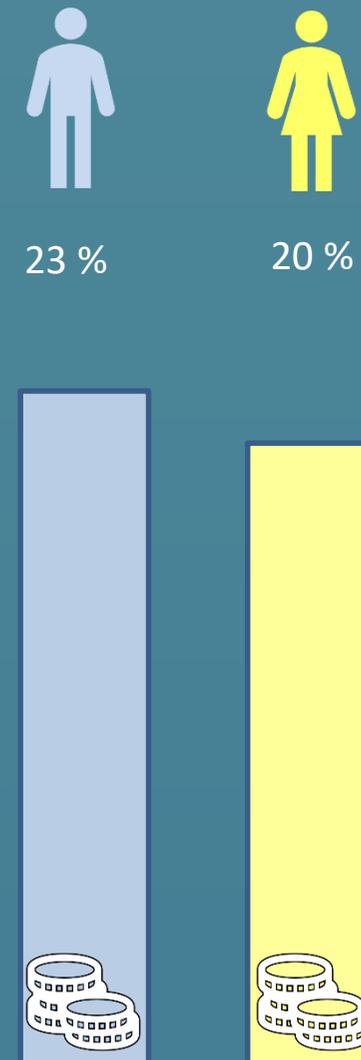
Median: 0%

Mean: 94.61%

## Proportion of Men and Women by Quartile Bands



## Proportions of Men and Women Receiving a Bonus



43% of the workforce take part in a bonus scheme