

# PANASONIC MANUFACTURING UK LTD. GENDER PAY GAP REPORT 2022

Gender pay gap regulations require all UK legal entities with over 250 employees to publish the following set of data annually. This is PMUK's fifth gender pay gap report, which is designed to show the difference in the average pay between all men and women in the workforce, regardless of their role or level within the Company. The following data represents a snapshot date of 5th April 2021, with the bonus-related data reflecting the period 6th April 2020 – 5th April 2021.

We are encouraged by the fact that our median gender pay gap and bonus pay gaps have decreased since our previous report, with our median pay gap remaining below the Wales Manufacturing industry average of 20.1%, however we acknowledge that our mean gender pay gap remains higher than the Wales Manufacturing industry average of 11.5% (ONS, 2021), and we are committed in our continued efforts to address this.

Our gender pay gap has not moved since last reporting in April 2021, which reflected the position in April 2020. This is a result of our overall workforce profile remaining largely unchanged, with 75% of the workforce currently being occupied by men. Additionally, our ability to deliver strategies focusing on development of our workforce was impacted by the Covid-19 pandemic, which resulted in priorities that had to be addressed in the short-term. Moving forward we have been, and will continue to, re-focus our efforts in delivering strategies relating to development and talent management.

We have continued to make efforts to address our gender pay gap through partnership with academic and vocational institutions to encourage our employees to embrace further development and study within the industry. Additionally, we have collaborated with the Welsh Valleys Engineering Project, with the aim to increase awareness of opportunities within the sector. Furthermore, PMUK's development and talent management strategies over the last few years have led to significant widening of our pool of talent from which effective succession planning and development support can take place. This has contributed to the slight improvement we have seen in the representation of women in our upper quartile bands since first reporting in 2018 (reflecting 2017) and has continued since April 2021.

In addition to our collaboration with academic and vocational partners, we have continued to provide internal development opportunities that are accessible to all employees. Following the success of previous Leadership Coaching programmes delivered by members of the Board of Directors, we re-launched the programme, focussing on further equipping our existing leaders and developing our future leaders of the business and we were encouraged to see many female colleagues complete the programme. We hope programmes such as this will continue to contribute to the increasing representation of women within our leadership teams and the improvement of our gender pay gap figures.

We are pleased to see our median bonus pay gap remain at 0% and our mean bonus pay gap reduce by 26%, which we believe is attributed to a discretionary bonus payment that was made to the majority of PMUK employees in recognition of the critical roles they played in the challenging year up to April 2021. This improvement is due to the bonus payments being more widely spread across the organisation, regardless of roles and seniority.



I confirm that the PMUK gender pay gap report and all the data contained within is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the Equal Pay regulations within the Equality Act 2010.

**Robert Blowers**

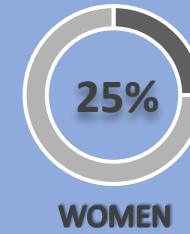
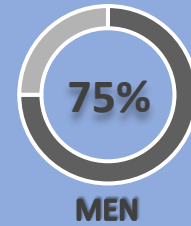
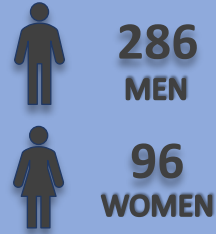


**Managing Director  
PMUK**

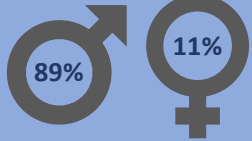
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## Workforce Profile

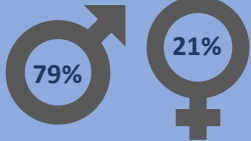
**382**  
EMPLOYEES



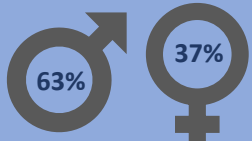
## Proportion of Men and Women by Quartile Bands



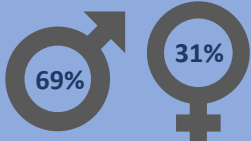
Quartile 1  
(Highest)



Quartile 2

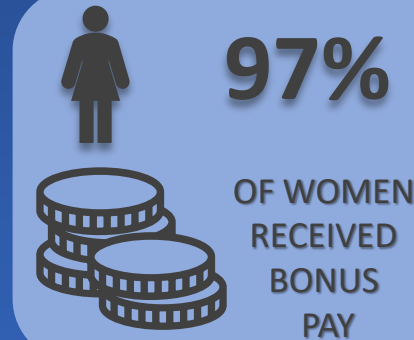
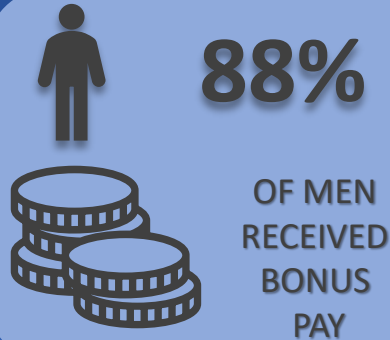


Quartile 3



Quartile 4  
(Lowest)

## Proportion of Men and Women who received Bonus Pay



**97%** OF THE WORKFORCE TOOK PART IN A BONUS SCHEME

## MEAN GENDER PAY GAP

**22%**

## MEDIAN GENDER PAY GAP

**16%**

## MEAN BONUS PAY GAP

**42%**

## MEDIAN BONUS PAY GAP

**0%**

## What these figures mean...

Gender Pay Gap = this is the average difference in the earnings of full pay relevant male and female employees in the workforce and is expressed as a % difference in men's earnings. Two averages are used to show the gap – the mean and median.

Median (average) = the middle point average value between the lowest and highest hourly rates for male and female employees.

Mean (average) = this average is worked out by totalling the hourly rates of male and female employees and dividing the totals by the number of male and female employees respectively.

Quartile Pay Bands = employees are listed in order from lowest to highest hourly rates and the list is divided into 4 equal parts (pay quartiles) containing the same number of employees in each (or as close as possible). The quartile pay bands show the proportion of men and women in each quartile.