

Gender Pay Gap Report

2024

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 seventh 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 2023, with the bonus-related data reflecting the period of 6th April 2022 – 5th April 2023.

We acknowledge that our mean and median gender pay gaps have increased since our previous report, and that whilst our median bonus pay gap has remained at 0%, our mean bonus pay gap has also increased. We also recognise that our mean gender pay gap is now higher than the Wales Manufacturing industry average of 11.5% and that our median gender pay gap is only slightly lower than the Wales Manufacturing industry average of 13.9% (ONS, 2023).

We attribute our reported increases to the majority of our senior and technical roles being held by men, and we continue to be committed to addressing this. We are encouraged by the positive trend in our gender split of our overall headcount and in our quartile percentages.

We continue to invest in our employees through internal development programmes designed specially for different levels of leadership, and we continue to see an increase in female participants. Our focus has largely been on the development of our employees in first-line management positions, where there is significant female representation. We will continue to invest in this level to ensure robust succession planning and a widened talent pool. We remain hopeful that our investment in these activities will help toward closing our gender pay gap over the longer term.

In addition to our development and talent management activities, we have put further focus on employee voice and engagement through employee working groups, our employee Wellbeing Champions, and our annual Employee Opinion Survey. These activities provide the opportunities for employees to partner with senior leaders and have a voice in our continuous improvement of the Employee Experience. Through these approaches, we have continued to enhance and promote our family friendly policies, flexible working practices, and DEI initiatives to ensure PMUK is an accessible and supportive workplace for all.

We continue to partner and collaborate with academic and vocational institutions, which has this year seen us begin hosting Network75 students who will spend five years at PMUK gaining the necessary skills, experience, and qualifications that are highly sought after within the industry. This partnership allows us to open up future opportunities to female students to experience traditionally male-dominated subjects.

We attribute our 0% median bonus pay gap to a discretionary bonus payment made to the majority of employees as part of a package of initiatives and non-financial benefits provided in response to the Cost-of-Living crisis. We are proud to have recognised the impact the crisis has had on employees and to have provided support to all to help toward minimising the impact.

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

PMUK Managing Director



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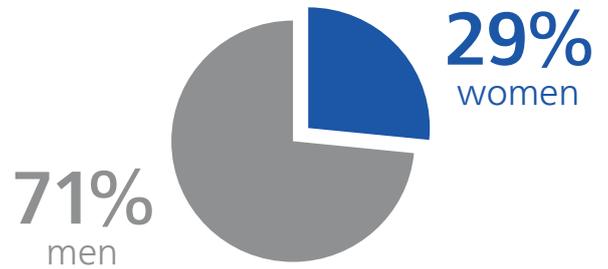
Panasonic

> Workforce Profile

358
employees

 **253** men

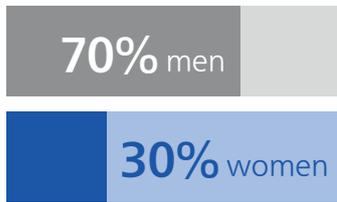
 **105** women



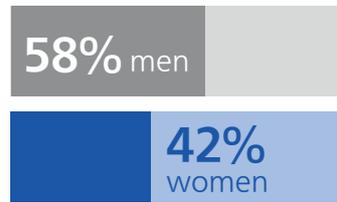
> Quartile Bands

Proportion of men and women by Quartile Bands.

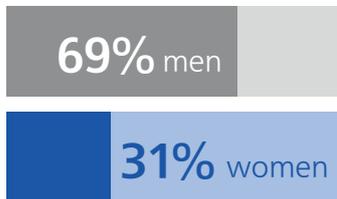
Quartile 1 (Lowest)



Quartile 2



Quartile 3



Quartile 4 (Highest)



> Bonus Pay

Proportion of men and women who received Bonus Pay.



> Gender Pay Gaps

17% mean
Gender Pay Gap

14% median
Gender Pay Gap

> Bonus Pay Gaps

96% mean
Bonus Pay Gap

0% median
Bonus Pay Gap

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 percentage difference of men's earnings. Two averages are used to show the gap – the mean and median.

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.

Median (average)

The middle point average value between the lowest and highest hourly rates for male and female employees.

Quartile Pay Bands

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