



Understanding the gender pay gap data.

Snapshot date: 5th April 2024



kyoceradocumentsolutions.co.uk

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 align 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 vitally important. 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 collaborate with our employees and customers.

In the Sales and ICT 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 do not shy away from acting. We pride ourselves on being an ethical employer with a diverse, talented, and motivated workforce and will improve in these areas throughout the years and beyond. We are continually looking at ways we can increase our diversity, equality and inclusiveness to ensure that we are attracting more diverse candidates.

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.



Our results for Fiscal Year 24.

This our sixth Gender Pay Gap Report examining these figures.

The data highlights that there is a need to continue to focus on our gender pay differences. We believe that addressing the differences and gaps is a matter of taking several key steps and continuing to do the RIGHT things.

We also 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 ICT sectors as well as across different sectors, plus national and social boundaries. We are committed to take action to improve our gender representation within the company and will continue to drive this forward over the coming years.

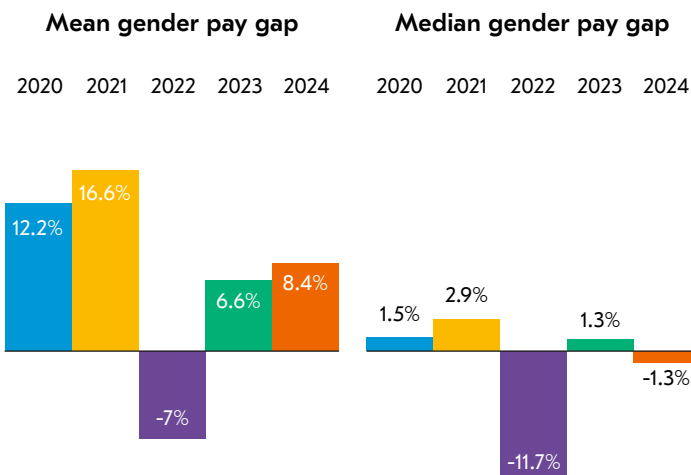
On the snapshot date for the year there is a slight decrease in the number of employees within Kyocera, in FY23 we had 337 employees on the snapshot date, with a decrease of eight employees in FY24. Kyocera has a greater proportion of male employees in general with higher salaries. 17.93% of the workforce is female. With a 1.88% decrease during FY24, this position continues to be a long-term focus as the level of female applicants into the industry continues to remain low in the UK.

Snapshot date: 329 employees, 5th April 2024.

Gender Distribution of matching Hourly Pay.

Our FY24 data shows that females on the mean (average) are paid 8.4% per hour less than males, and the median (middle) is -1.3% less per hour.

This data is based on salary + variable pay received in the 12 months prior to the snapshot date.

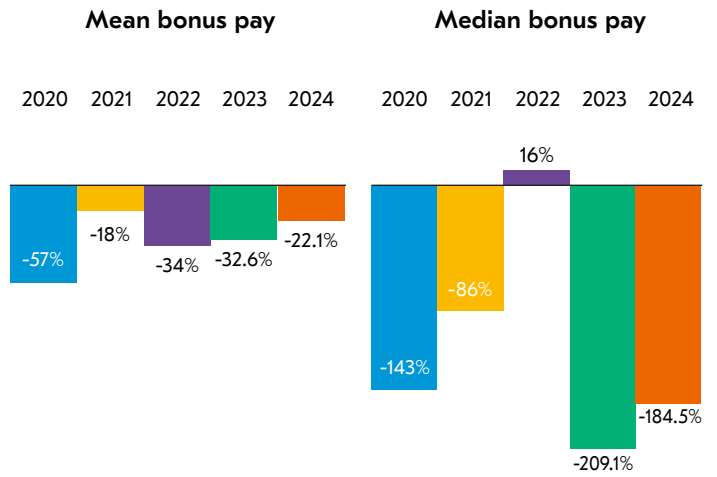


Distribution of Bonus Payments to Genders.

Our FY24 data below shares the mean (average) and median (middle amount) gender pay gap for bonuses as a percentage of male employees' bonus figures.

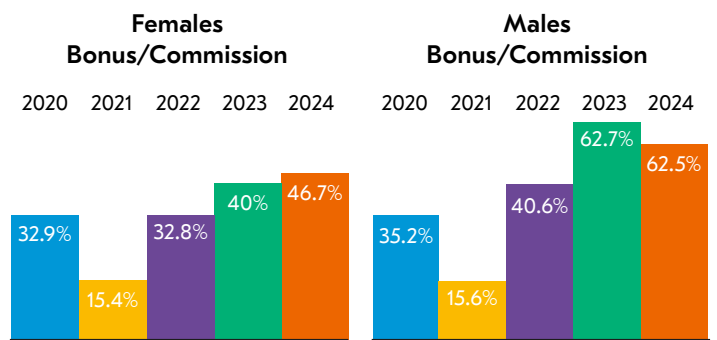
This data is based on 'relevant employees', this means all employees employed by the employer on the snapshot date mentioned at the beginning of this report.

The mean gender bonus gap (difference between males and females) is -22.1% with the average award being higher for females and the median (middle award between males and females) being -184.5% higher than male population.



Proportion by Gender who got paid Bonus/Commission.

Our FY24 data below shares the distribution of bonus payments made to all genders defined as 'relevant employees'. We are pleased that this data demonstrates that we have achieved a bonus position that is progressing to a more equal position, with the proportion of females who receive a bonus increasing by 6.7% from FY23.



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

Our FY24 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

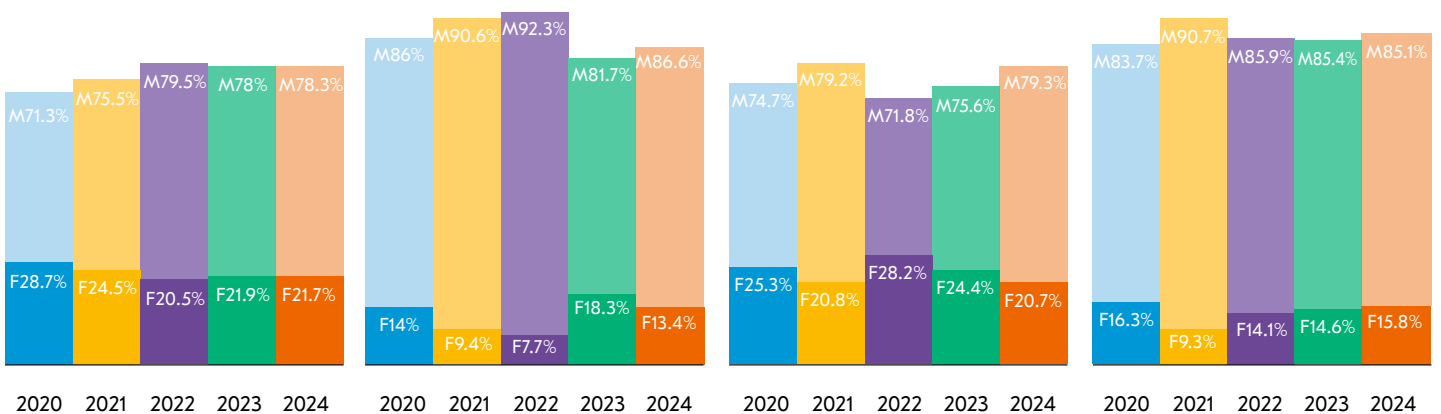
The difference between each quartile continues to fluctuate for all genders. However, the table below shows that over the past few years, each quartile position for females has been regressing, this is impacted by the overall smaller number of female employees entering the workforce in all roles. From 2023 the spread of females in each quartile has moved in line with the percentage of workforce.

Quarter 1

Quarter 2

Quarter 3

Quarter 4



Summary.



Our data highlights that we continue to need to do more to attract, support and encourage more women to fulfil their career potential. We also recognise that there is a Gender Pay Gap to be addressed in Kyocera.

We continue to focus on the following actions to assist us in closing our Gender Pay Gaps:

- + **Continuing to make our working conditions and policies more family friendly and reviewing and implementing working practices** that encourage an inclusive culture. For example, we have continued to modify our flexible working policy to be more open and adaptable to all situations families might face.
- + **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 our commitment to our status as a national living wage employer.
- + **Working towards providing access to more educational opportunities through our apprenticeship programme.** We have now introduced and published material for all our employees inviting them to look at options for skills-based development to increase capabilities and encourage people to move up the pay scales.
- + **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 those relationships further.

Our gender pay gap position is not where we want to be. We understand that to close the gap we need to make long-term and sustainable change. It is the RIGHT thing to do for the future success of our employees, customers and our business. We are confident that by understanding what is driving the pay gap and responding with clear, positive and inclusive actions guided by our values, we will continue to develop a culture of inclusion and respect.

We want the diversity of skills, backgrounds and experiences as well as our working practices to 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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