

Gender Pay Gap Report 2018



As Managing Director of Sumitomo Electric Wiring Systems (Europe) Ltd, I am authorised to confirm the information published in this report, in accordance with regulation 2 of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is correct.

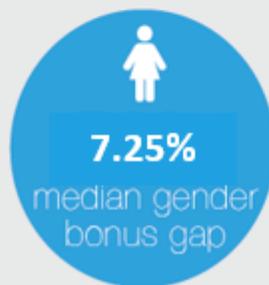
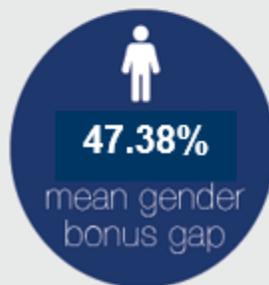
David Whalley

Dave Whalley, Managing Director

OUR RESULTS

The gender pay gap isn't about equal pay for men and women doing the same work. It's a comparison between median hourly pay for all women and men within a business, between mean hourly pay for all women and men, and between bonuses. Put simply, the higher the percentage gap, the greater the disparity between men and women for the figures reported. There are certainly reasons why, over time, these disparities have emerged in Sumitomo Electric Wiring Systems (Europe) Ltd (SEWS-E), but when it comes to gender equity in the present and future we are committed to creating a level playing field, so everyone has an equal chance of success.

OUR GENDER PAY GAP SNAPSHOT



Pay quartiles by gender:

QUARTILE	FEMALE	MALE
UPPER	7.94%	92.06%
UPPER MIDDLE	19.05%	80.95%
LOWER MIDDLE	31.75%	68.25%
LOWER	22.58%	77.42%

UNDERSTANDING OUR RESULTS

Based on our analysis, we are confident that men and women are paid equally for doing equivalent jobs across our business. We are also confident men and women have an equal opportunity to earn a bonus.

Our analysis shows that our pay gap exists primarily because of the distribution of women and men within different types of roles within the company. Specifically we have a higher proportion of men in our lower grades, which are predominately manual and semi-skilled roles and also in our more senior roles. This is a reflection of the industry we operate in and the legacy this brings of an unequal pool of suitably skilled applicants for more senior roles.

In 2017 the national statutory gender pay gap results saw 77% of employers reporting a median gender pay gap in favour of men and 53% reporting a median gender bonus gap. Only 33% of employers reported an upper pay quartile that had over 50% women. In contrast, 57% of employers had more women than men among their lowest paid employees. According to a report by the Government Equalities Office (GEO), "This trend towards imbalance is the fundamental cause of the GPG."

AT SEWS-E THE GENDER SPLIT IS APPROXIMATELY
75% MEN AND 25% WOMEN



our employee profile



By Location

Percentages %	Upper		Upper Middle		Lower Middle		Lower	
	M	F	M	F	M	F	M	F
HQ	29.69	1.56	28.13	7.81	10.94	4.69	7.81	9.38
Sunderland	14.29	3.17	3.17	1.59	22.22	6.35	38.10	11.11
Ystrad	27.27	0.00	29.87	2.60	7.79	15.58	16.88	0.00
Swindon	7.14	7.14	10.71	3.57	46.43	3.57	21.43	0.00
MK	25	0	31.25	18.75	18.75	0.00	0.00	6.25
Expat	100	0	0.00	0.00	0.00	0.00	0.00	0.00

By Grade Structure (descending)

Percentages %	Upper		Upper Middle		Lower Middle		Lower	
	M	F	M	F	M	F	M	F
Directors	100	0	0	0	0	0	0	0
Management	49.11	4.46	33.93	6.25	2.68	1.79	1.79	0
Staff	0	0	15.66	6.02	20.48	19.28	21.69	16.87
Warehouse	0	0	0	0	43.40	3.77	52.83	0



OUR ACTION PLAN

We **support flexible working** and **all** staff can apply for this

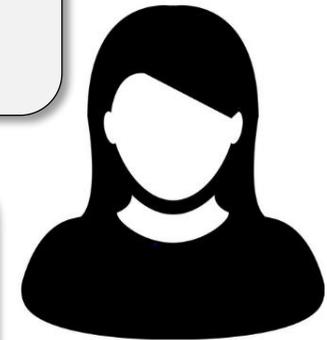


We continue to **support career progression** across all areas of the company and **identify and address barriers** where we find them. We are a large organisation of **c.25,000 employees across Europe and North Africa** and are therefore able to offer many more opportunities within the group

We have a number of **female success stories across the SEWS-E group**, including one of our most **senior operations roles**.

We are committed to **internal promotion** of existing employees and **actively encourage** all staff to apply for roles

We offer a number of **internal training programmes**, with specific focus on career progression. Our **Management Diploma Programme** supports employees moving into management and leadership roles.





GLOSSARY

The **median gender pay gap**

This is the difference between the median (middle) value of hourly pay rates (when ordered from lowest to highest) for all men in an organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.

The **mean gender pay gap**

This is the difference between the mean (average) hourly pay rate for all men in an organisation, and the mean hourly pay rate for all women, expressed as a percentage of the mean hourly rate for men.

The **median bonus pay gap**

This is the difference between the median (middle) value of bonuses (when ordered from lowest to highest) for all men in an organisation and the median value of bonuses for all women, as a percentage of the median bonus for men.

The **mean bonus pay gap**

This is the difference between the mean (average) value of bonuses for all men in an organisation and the mean value of bonuses for all women, expressed as a percentage of the mean bonus for men.

The **25% (quartile) pay distribution**

The proportion of men and women in each 25% (quartile) of an employer's pay structure.

How is that worked out?

- Take all the hourly pay rates, ordered from lowest to highest, for all men and women in an organisation and divide them into four equal sections of 25%: lower, lower middle, upper middle and upper.
- Next, calculate the number of men and women within each 25% pay band as a percentage of all employees within that pay band.

The Office for National Statistics (ONS) announced the UK average gender pay gap in 2018 for all employees was 17.9% and 20.3% for the manufacturing industry.