

# Gender Pay Gap Report 2019



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 2019

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. We have recognised that over time, disparities have emerged in Sumitomo Electric Wiring Systems (Europe) Ltd (SEWS-E), and we are pleased to report that in 2019 we saw a reduction in the mean and median pay gaps. 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	10.94%	89.06%
UPPER MIDDLE	23.44%	76.56%
LOWER MIDDLE	29.69%	70.31%
LOWER	18.75%	81.25%

## UNDERSTANDING OUR RESULTS 2019

Based on our analysis, we are confident that men and women are paid equally for doing equivalent jobs across our business.

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. This is a reflection of the industry we operate in, and specifically we have a higher proportion of men in our lower grades, which are predominately manual and semi-skilled roles.

Whilst the overall gender split at SEWS-E has increased slightly in favour of males, we have seen an increase in females in our upper and upper middle quartiles. We do continue to report that there is larger number of males in our more senior roles, however we have seen this gap reduce during 2019, due to recruitment of female personnel in professional roles.

AT SEWS-E THE GENDER SPLIT IS APPROXIMATELY  
**79% MEN AND 21% WOMEN**



### our employee profile 2019

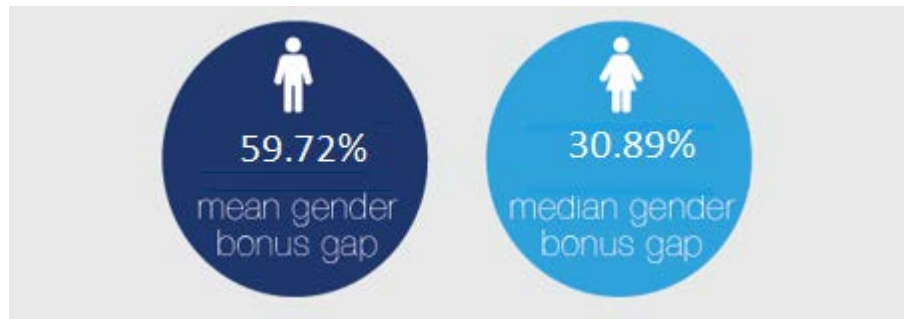
#### By Location

Percentages %	Upper		Upper Middle		Lower Middle		Lower	
	M	F	M	F	M	F	M	F
HQ	30.77	3.08	20.00	9.23	15.38	6.15	9.23	7.69
Sunderland	12.73	3.64	7.27	1.82	20.00	7.27	45.45	0.00
Ystrad	25.00	0.00	28.41	5.68	11.36	10.23	15.91	5.68
Swindon	3.45	3.45	6.90	3.45	41.38	3.45	20.69	6.90
MK	25.00	12.5	31.25	12.50	12.50	6.25	0.00	6.25
Expat	100	0.00	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Management	44.83	6.03	33.62	8.62	3.45	0.86	0.00	0.00
Staff	2.35	0.00	11.76	5.88	25.88	21.18	22.35	15.29
Warehouse	0.00	0.00	0.00	0.00	36.54	3.85	57.69	0.00

## BONUS GAP 2019



We are also confident men and women have an equal opportunity to earn a bonus.

In 2019 we saw the number of females who received a bonus increase by 2.67%. However the gap between male and females in the amount of bonus paid did increase. This is due to the bonus payable being linked to Company profit for the previous year.

Whilst the bonus calculation is impacted by individual salaries, the primary influencer is company performance. In 2018, the Company results showed a healthy profit, which generated bonus payments in excess of an employee's 'normative'. This thereby resulted in a subsequent widening of the gap

## OUR ACTION PLAN 2019

We continue to **support flexible working**, which **all** staff can apply for. During 2019, four requests have been made and all have been accepted.

We are committed to **internal promotion** of existing employees. During 2019, 27 non-manufacturing positions were advertised internally and all staff were **actively encouraged** to apply.



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.30,000 employees across Europe and North Africa** and are therefore able to offer many more opportunities within the group, and we have seen internal promotion of female staff.



We have developed further **internal training programmes**, with specific focus on career progression. This includes our **Management Diploma Programme** and a newly introduced **Management Programme for Middle Managers**.

We have a number of **female success stories across the SEWS-E group**, including one of our most **senior operations 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 **2019** for all employees was **17.3%**