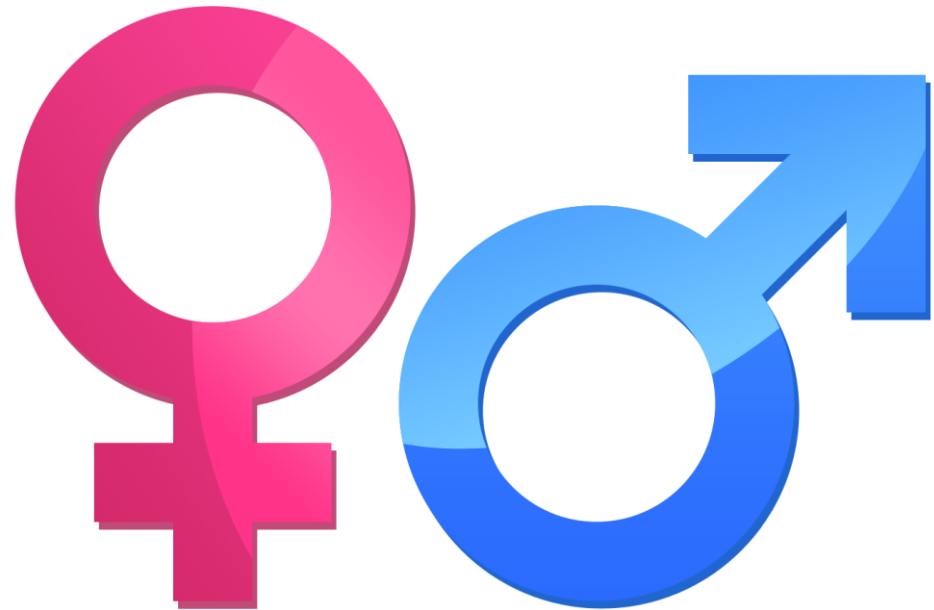


Gender Pay Gap Report 2022



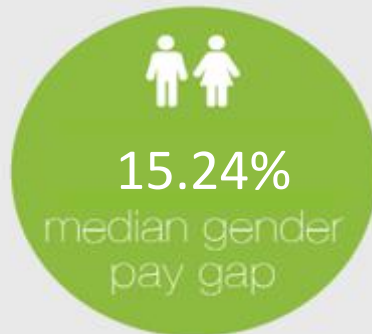
As Managing Director of Sumitomo Electric Wiring Systems (Europe) Ltd, I am authorised to confirm the information published in this report, in accordance with regulation 2 of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is correct.

Dave Whalley, Managing Director

OUR RESULTS 2022

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. 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	8.47%	91.53%
UPPER MIDDLE	25.86%	74.14%
LOWER MIDDLE	34.48%	65.52%
LOWER	22.41%	77.59%

UNDERSTANDING OUR RESULTS 2022

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. However, during 21/22, we reduced our male head count by 16 due to the closure of our Honda distribution centre.

As at 05/04/22, we employed less than 250 employees, (233), however we have still taken the decision to publish our data.

For FY21, we were able to pay a bonus to management employees with 48.89% male employees receiving a bonus and 30.19% female employees receiving a bonus.

The overall gender split at SEWS-E has decreased slightly compared to 2021.

AT SEWS-E THE GENDER SPLIT IS APPROXIMATELY
77.25% MEN AND **22.75% WOMEN**



The gender split between male and female remains almost static compared to the previous years.

OUR ACTION PLAN 2022

In October 21, we formally introduced a **flexible working policy** which allows employees to work 2 days a week from home. The take up of this opportunity has been extremely high.

We continue to be committed to **internal promotion** of existing employees. During 2021/2022, we filled 19 vacancies in the UK, a number of these being through internal promotion.



We continue to **support career progression** across all areas of the company and **identify and address barriers** where we find them. Our annual Performance Development Review process focuses on career aspirations and succession planning.



We have developed a number of our **female** employees and placed them in senior positions within our corporate functions.

We continue to run **internal training programmes**, with 27 employees attending a middle managers training course during 2021/2022. Our online training webinars were accessed by 1900 users across the business during the period. Further webinars are being developed.

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 2022 for all employees was 14.9%**