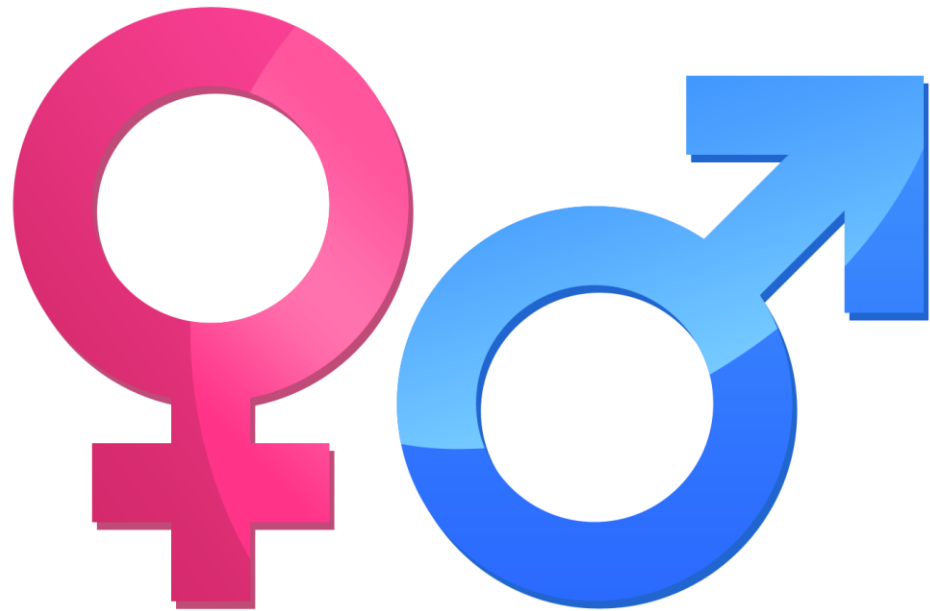


Gender Pay Gap Report 2020



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.

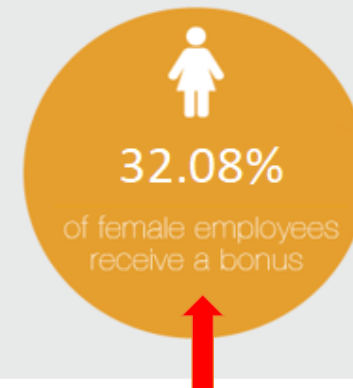
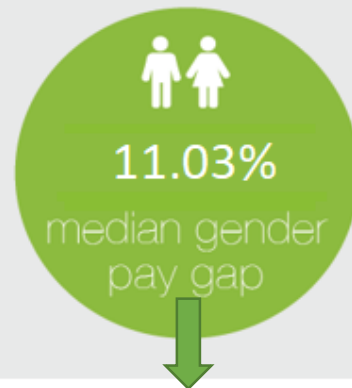
David Whalley

Dave Whalley, Managing Director

OUR RESULTS 2020

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	10.94%	89.06%
UPPER MIDDLE	23.44%	76.56%
LOWER MIDDLE	29.69%	70.31%
LOWER	18.75%	81.25%

UNDERSTANDING OUR RESULTS 2020

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 .

Due to the very small number of employees in the UK (256 as at 05/04/20) we find that very little movement in headcount results in significant a change in our % split. We see that the overall gender split at SEWS-E has increased slightly in favour of males. This is attributed to the return to the UK of senior male managers who had been working overseas on expatriate assignments for several years.

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

AT SEWS-E THE GENDER SPLIT IS APPROXIMATELY
78.5% MEN AND **21.5% WOMEN**



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



OUR ACTION PLAN 2020

We continue to **support flexible working**, which **all** staff can apply for. During 2019/2020, 4 requests have been made, all of which have been accommodated.

We are committed to **internal promotion** of existing employees. During 2019/2020, 16 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. Our annual Performance Development Review process focuses on career aspirations and succession planning.



Females currently hold two of our most senior operations roles, within SEWS-E

We continue to run **internal training programmes**, with specific focus on career progression. During 2019/2020, 46 Managers attended various **Management Training Programmes**.

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 **2020** for all employees was **15.5%**