

Koito Europe Limited (“KEL”)

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

We have calculated the Gender Pay Gap figures using the methods set out in the Government advice. This gender pay gap report was created using information gathered on a snapshot date of 5 April 2017.

- 1 Mean Gender Pay Gap** - Women’s mean hourly rate is 18% lower than men.
- 2 Median Gender Pay Gap** - Women’s median hourly rate is 0% lower than men.
- 3 Mean Bonus Gender Pay Gap** - Women’s mean bonus pay gap is 0% lower than men.
- 4 Median Bonus Gender Pay Gap** Women’s median bonus pay gap is 0% lower than men.
- 5 Proportion of Males and Females Receiving a Bonus** 0% of women received a bonus, 0% of men received a bonus.
- 6 Pay Quartiles**
 - Top Quartile: 94% men, 6% women.
 - Upper middle quartile: 76% men, 24% women.
 - Lower middle quartile: 74% men, 26%women.
 - Lower quartile: 73% men, 27% female.