

Koito Europe Limited (KEL)

Gender Pay Gap Report

Under duties set out in the Equality Act 2010 (Gender Pay Gap Information) Managing Gender Pay Reporting Regulations 2017 KEL is required to publish information on its gender pay gap.

This gender pay gap report was created using information gathered on a snapshot date of 5 April 2018 using hourly rates of basic pay. The results were as follows.

1 Mean Gender Pay Gap

Women's mean hourly rate is 14% 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	86% men, 14% women.
Upper middle quartile	71% men, 29% women.
Lower middle quartile	72% men, 28% women.
Lower quartile	65% men, 35% female.

We have seen a slight improvement on last year's figures but KEL are aware that further improvements still need to be made. There are still fewer female employees that are working in senior management, professional positions and the skilled engineering and mechanical roles.

This year KEL are going to work with our current female employees to enquire into their career development and progression goals. Allowing us to better support and encourage progression within our current workforce but also show to new applicants that we are committed to fairness, equality and inclusion at KEL.

Guidance from documentation produced by ACAS and the Government Equalities Office was taken into account when producing the data and calculations used in preparing the pay gap report and the information provided in this report is accurate based on the data as of 5 April 2018.

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Signed by Y Aoshima - Managing Director Koito Europe Limited