



Panasonic Business Support Europe - UK Branch

GENDER PAY GAP

Report 2020

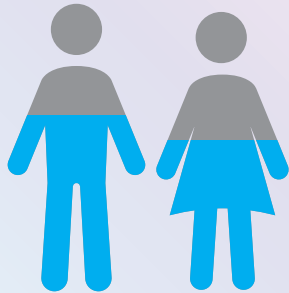


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What is the Gender Pay Gap?

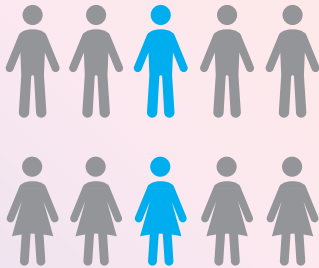
In April 2017 new legislation came into force whereby employers with more than 250 employees are required to publish their gender pay gap. The gender pay gap shows the difference in the average pay between all men and women in a workforce. But crucially this measure does not take into account equal pay for equal work. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Panasonic Business Support Europe falls below the number required to report but we wanted to measure our progress and ensure transparency by publishing this data. It is important to note that companies with smaller numbers of employees are more likely to experience fluctuations year on year as small personnel changes can have a significant impact on the results.



Mean Pay Gap

The mean gender pay gap is the difference between the average hourly earnings of men and women within a company.



Median Pay Gap

The median is the mid point in a list of hourly pay rates of men and women ordered from highest to lowest paid. The median pay gap is the difference between the hourly pay of the middle full-pay relevant woman and that of the middle full-pay relevant man.

Gender Pay Gap reporting and Panasonic

The importance of people and their well being has been a fundamental feature of Panasonic's Business Philosophy for the past 100 years. Panasonic recognises that our success is propelled by the creativity and dedication of our highly skilled, experienced employees and the company works hard to foster a culture where people are treated equally, with respect, and are recognised for the contribution they make.

This is the second year of reporting for Panasonic Business Support Europe – UK Branch but our first year for reporting our bonus gap. Last year our bonus payment period did not fall into the snapshot period for reporting.

We are pleased that our mean gender pay gap is significantly below the figure for organisations in both the same sector and the same industry. We acknowledge that a gender pay gap still does exist but with time and dedication this is something we will work on to reduce and we are committed to this goal.

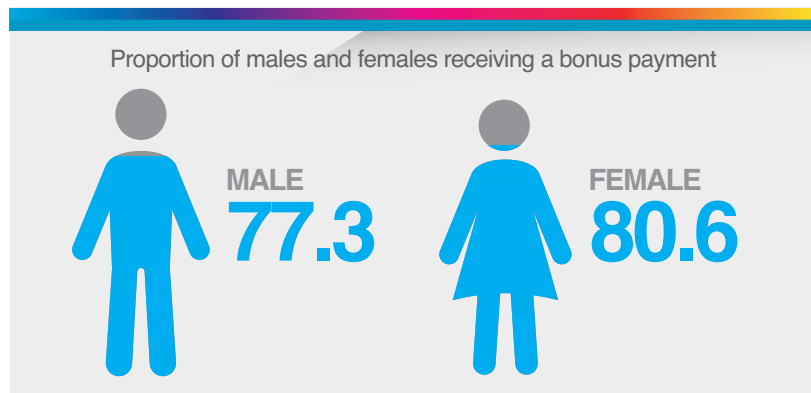
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The Key Gender Pay figures for Panasonic Business Support Europe - UK Branch

The table shows our median and mean gender pay gap as a percentage, based on hourly rates of pay as at the snapshot date of 5 April 2020.

	Mean	Median
Gender Pay Gap	3.7	8.7
Gender Bonus Pay Gap	4.7	42.3



This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Pay quartiles

Proportion of males and females in each pay quartile.

Male 
Female 

Band	Male	Female
A	25.0%	75.0%
B	38.5%	61.5%
C	53.8%	46.2%
D	38.5%	61.5%

Analysing the Gap

We understand that our gender gap arises due to having a large number of female employees in the bottom quartile and fewer females in the upper middle quartile represented by band C. We are however very pleased to have such a strong representation of females in the upper quartile.

We are very pleased to see that our Mean Gender Pay Gap has decreased again this year and at just 3.7% it is significantly below the figure for organisations in both the same sector and industry. We are determined not to be complacent and recognize that we must continue our work to ensure that the gap doesn't widen.



This statement was approved by
Panasonic Business Support
Europe – UK Branch Director,
UK HR & EU Talent Management

Richard Mills

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Bridging the GAP

Panasonic in the UK is made up of various entities with Panasonic Business Support Europe – UK Branch and Panasonic UK being the two main employers enabling us to work in alignment on various initiatives.

Since the last report we have been busy listening and educating ourselves and this has led to a review of a number of our family friendly policies. We have continued to review our recruitment processes with inclusivity in mind. We have several new initiatives in the planning stages and we are looking forward to seeing how their development will help us on our journey. We are very focused on ensuring our efforts are always undertaken with inclusion as our goal, mindful that diversity alone will not achieve the sense of belonging that Panasonic aims to foster in its colleagues. Our approach aims that we take a series of small steps forward over time to ensure authenticity in our intent rather than trying to move faster and risk our actions becoming less earnest.

We have introduced an annual audit for equal pay between genders to ensure that we are continually monitoring for any discrepancies and ensure fairness with our temporary colleagues by ensuring comparable terms and conditions.

We understand that despite some positive initial steps we need to continue to improve the quality and scope of our data. This will ensure that we are able to fully understand the make up of our workforce and how we can better support all of our employees, but especially our female employees to ensure fairness and equality. Armed with this additional data we will be better informed to help attract to and retain the right women to our company to ensure the most diverse mix of talent.

Women in Leadership

Our WIL programme has been designed to develop talented female leaders and to diversify our leadership talent pipeline for future success. It takes a blended learning format with individual sessions to ensure that content is bespoke to each individual. This programme has so far proved to be extremely successful and has produced a number of exciting projects aimed at raising up our female talent giving them the opportunity to shine.



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