



Panasonic Business Support Europe - UK Branch

GENDER PAY GAP

Report 2019



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Introduction

In April 2017 new legislation came into force whereby employers with more than 250 employees are required to publish their gender pay gap. Whilst our company falls below this number we wanted to 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.

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.

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 first year of reporting for Panasonic Business Support Europe – UK Branch. Our bonus payment period does not fall into the snapshot period for this year but we look forward to seeing what the result shows next year. 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.

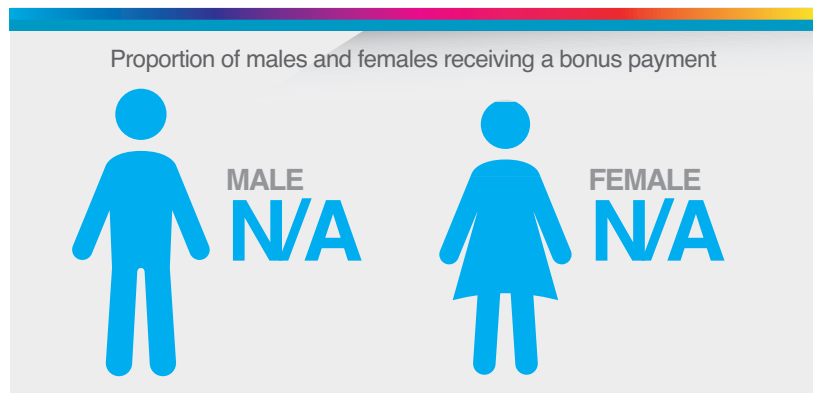
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The Key Gender Pay figures for Panasonic Business Support Europe - UK Branch

This table below 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 2019, Please note that as this is a newly formed company the bonus payment period did not fall in the year to 5 April 2019 period.

	Mean	Median
Gender Pay Gap	4.4	13.9
Gender Bonus Pay Gap	N/A	N/A



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	15.4%	84.6%
B	53.8%	46.2%
C	61.5%	38.5%
D	30.8%	69.2%

Analysing the Gap

- We understand that our gender gap arises due to having a large number of female employees in the bottom quartile and far 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.
- As a newly formed company our first bonus payment period fell outside of the year to 5 April 2019 period so is not included for the purposes of this report.



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

As a newly formed support business we are able to share the initiatives of our sister companies, as such we will be working in alignment with their various initiatives which include:

A further review of our recruitment processes, continuously looking for any areas for improvement. A full review of our pay and grading structure for all below manager employees.

We recognise that company culture is a key driver for both recruitment and retention. We are very proud of the philosophy and values that our founder Konosuke Matsushita ingrained into the soul of Panasonic and it is paramount to our success that every employee embraces these values. This year we would like to focus on ensuring that our employees can really identify with both Panasonic's Basic Business Philosophy and its values. We feel that reinvigorating the focus on these areas will cement the relationship we have with existing employees and ensure that we are well placed to attract the best talent.

This year we will also be focusing on improving 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 the right women to our company to ensure the most diverse mix of talent.

What are we doing already?

We are making positive steps with a number of company schemes, examples of which are highlighted below. We are continually reviewing these and looking for opportunities to enhance our offerings;



Panasonic has developed a one year flexible programme for women. This 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.



Panasonic has created a career development framework called BOOST to encourage employees to optimise their career goals. This continues to be very popular with our employees and we are starting to see some results from this. A higher proportion of the UK's female employee population than male has been represented on the BOOST career development sessions which have been run in the last few years.

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