

Konica Minolta Business Solutions (UK) Ltd – Gender Pay Gap Report April 2023

Konica Minolta (the Company) is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other characteristics set out above.

Regular pay and benefits audits are conducted and job roles and pay grades are benchmarked against the external market to ensure a fair evaluation.

This statement has been prepared and produced pursuant to Section 78 of the Equality Act 2010 (Gender Pay Gap) and 2017 Regulations to publish an annual gender pay gap report and is applicable to the Company but not its UK subsidiaries.

Using the standard methodologies used, (please refer to link for these methodologies - [Making your gender pay gap calculations - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations)) the Company reports for the snapshot date of 5th April 2023 the following:

- The mean gender pay gap for the Company is 13.7%
- The median gender pay gap for the Company is 8.5%
- The mean bonus gender gap for the Company is 4.3%
- The median bonus gender gap for the Company is 10%
- The proportion of males receiving a bonus payment is 67%
- The proportion of females receiving a bonus payment is 72%

The number of male and female employees paid in each quartile:

Gross Hourly Rate of Pay (No. of Employees)				
Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	Females 30%	Females 17%	Females 17%	Females 24%
Male	Males 70%	Males 83%	Males 83%	Males 76%

The number of employees as of 5th April 2023 was 594

The Company is confident that its gender pay gap does not originate from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the type of roles which men and women undertake within the Company and the salaries that these roles attract. We have several roles within the Sales environment due to the industry type and the solutions we sell, and these roles are dominated in the main by male employees. The Sales division works to a commission plan which has a higher earnings potential (based on targets achieved) compared to the bonus scheme available to all other colleagues within the Company.

The ratio of male: female in the Company is 3:1

The ratio of male: female in the Sales function is 3:1

We recognise that the Company’s gender pay gap is in line with our industry sector. However, we continually strive to find ways and lead initiatives to support gender equality in all areas of our business. We aim to promote career pathways for women, narrow the gap, and work internally and with external organisations to find alternative ways to support women’s career progression. We do, however, recognise that our scope to act is limited in some areas. We therefore want to encourage all our employees to take accountability to increase the inclusivity and diversity in our workforce.

Here are some of the ways we improve gender diversity in various areas of our business:

- UK Diversity, Equity and Inclusion Action Group- a cross-collaborative group meets monthly to review our strategy and action plans with a focus on recruitment, training and development and our Employee Experience
- Actively encouraging female applicants for positions and pro-actively adding females to selection long-list focusing on inclusive language within job roles and adverts
- Not changing our choice-based working model to include more office-based working (hybrid model) as an expectation enabling us in most of our roles to offer full flexibility
- Actively promoting choice-based working, Shared Family Leave and monitoring take up and feedback
- Reviewing and understanding any gender imbalance in internal job mobility
- Monitoring the proportions of male and females applying for roles and being recruited
- Monitoring the proportion of male and females leaving the Company and their reasons for leaving, providing relevant insight
- Reviewing and understanding the numbers of male and females in each role and pay banding
- Reviewing and acting on Employee Engagement Surveys
- Actively participating as a European representative in the Global Inclusion Action group to share our best practices and learn from other Countries
- Encouraging participation in our Women2lead European leadership development programme established for our senior leaders and SHE Plus networking European programme launched to encourage networking and development opportunities
- Actively encouraging conversations on how to reduce the gender pay gap, sharing our action plan and raising awareness
- Delivering global and local events to focus on Diversity, Equity and Inclusion and gender equality
- DEI learning path- An internal training programme has been created and rolled out globally
- DEI European policy launched and promoted

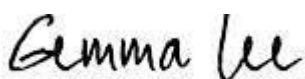
Our **Balance Network** – One of our employee led resource groups, specifically designed to promote gender equality within our organisation and to educate on and promote gender inclusivity to the wider employee community – has a strong focus on reducing the gender pay gap. This network focuses on:

- Proactively providing feedback and recommendations to further enhance our people offerings, to ensure we remain inclusive and actively encourage difference
- Providing networking and mentoring opportunities
- Hosting and sponsoring events to celebrate gender diversity
- Hosting information sessions on money management and gender pension gap
- Actively encouraging conversations around pay and progression through events such as Equal pay day or proactive guidance on how to hold pay review discussions
- Proactively challenge gender inequalities within the workplace
- Provide resources and learning around the impact of gender inequalities
- Support the organisation embedding initiatives designed to address and improve the Gender pay gap

This is not an exhaustive list, and throughout the year, working closely with the DEI Action Group and the leadership of our Balance network, we will continue to launch new initiatives to support our inclusion and gender equality goals. Any further initiatives launched throughout the year will be reported via internal communication channels across our company and we will seek employee as well as other stakeholder engagement with our initiatives wherever possible.

I, Gemma Lee, Chief People Officer confirm that the information in this statement is accurate.

Signed:



Dated: 10th June 2024