



Shin-Etsu Handotai Europe Ltd. – Gender Pay Gap Report 2019

As an employer with more than 250 employees we are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average pay of males and females in our organisation. The information reported here is correct as at 5th April 2019.

We are required to publish the findings on our website and also the Government Gender Pay Gap website: <https://gender-pay-gap.service.gov.uk/>

Findings:

- In common with others in the manufacturing sector the Company has a higher proportion of male employees (76.1%) than females (23.9%). This disparity influences the findings.
- The median gender pay gap has improved over the past two years reducing from 9.8% in 2017 to 9.3% in 2018 and 8.5% in 2019.
- The primary reason for the Company's gender pay gap is the low level of female representation in management, leadership and STEM roles (Science Technology Engineering and Maths).

Gender pay and bonus gap

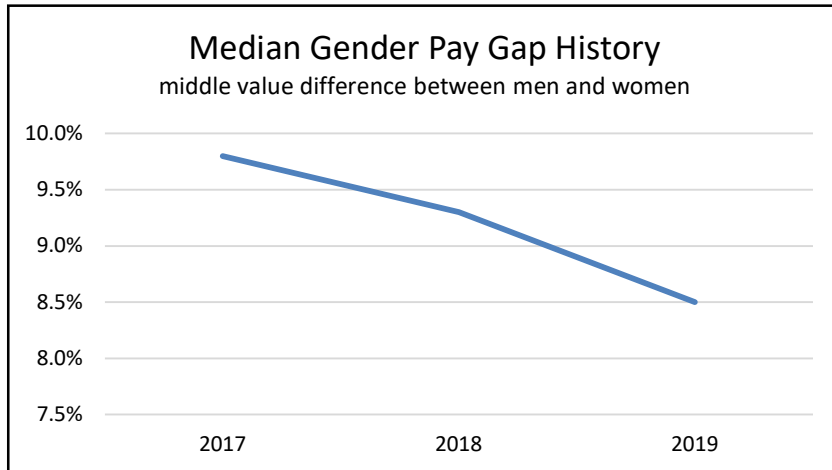
Difference between men and women	Mean average	Median middle
Gender Pay Gap	14.2%	8.5%
Gender Bonus Gap	19.1%	0.0%

Proportion of employees receiving a bonus

Male	100%
Female	100%

Proportion of males and females in each pay quartile

	Male	Female
Upper quartile	92.2%	7.8%
Upper middle quartile	78.9%	21.1%
Lower middle quartile	64.0%	36.0%
lower quartile	69.3%	30.7%



Actions to reduce the gender pay gap

The Company is committed to continuing to improve the current gender pay gap and to build on the positive steps already taken. In particular the Company will:

- Actively engage with employees and stakeholders to promote attraction, retention and progression policies for female employees.
- Provide more flexible working opportunities within the Company in an effort to attract female employees and enable them to develop and progress their career with the Company.
- Actively engage with, encourage and support female employees to apply for management and leadership positions as they become available, with a focus on ensuring that suitably qualified females applicants are shortlisted for interview.
- Review policies to focus on improving our workplace culture to ensure that it is as inclusive and diverse as it can be.
- Continue working with local educational establishments and stakeholders to promote STEM subjects, with a view to attracting future female employees. In 2018 the Company sponsored two West Lothian all female teams (Inveralmond Community High School, Livingston and Linlithgow Academy) to compete in the F1 in Schools world final in Singapore, and also provided support from two female engineering mentors for an all-female team from Bathgate Academy to complete a Go4SET STEM project. In addition in 2019 the Company sponsored a travel bursary that allowed 155 secondary pupils from West Lothian schools to attend the Edinburgh Science Festival Careers Hive, and to inspire them to careers in STEM areas. More information about these important projects can be found here:

- ❖ <http://www.inveralmondchs.westlothian.org.uk/article/26949/F1-in-Schools-Success>
- ❖ <http://www.linlithgowacademy.org/article/29921/TeamAccelerace-hits-the-National-News>
- ❖ <https://www.etrust.org.uk/go4set/what-go4set>
- ❖ <https://www.sciencefestival.co.uk/careershive>

I confirm that the information contained in this report is accurate.



Martin Murray – Senior Director, Business Administration
24 February 2020