

FUJIFILM Speciality Ink Systems is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5th April 2017. At this time our workforce consisted of 228 males and 59 females.

Gender Pay Gap Data

	Women’s earnings are:
Mean gender pay gap in hourly pay	13.21% lower
Median gender pay gap in hourly pay	8.67% lower
Difference in mean bonus payments	40.00% lower
Difference in median bonus payments	22.30% lower

Proportion of men and women receiving a bonus

The proportion of male employees receiving a bonus is 100% and the proportion of female employees receiving a bonus is 100%

Pay Quartiles

Quartiles	No. of Males	No. of Females	Description
Lower	49 68.05%	23 31.95%	All employees whose standard hourly rate places them at or below the lower quartile
Lower Middle	61 84.72%	11 15.28%	All employees whose standard hourly rate places them above the lower quartile but below the median
Upper Middle	59 81.94%	13 18.06%	All employees whose standard hourly rate places them above the median but below the upper quartile
Upper	59 83.10%	12 16.90%	All employees whose standard hourly rate places them above the upper quartile

FUJIFILM Speciality Ink Systems is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries these roles attract. All roles are open to males and females.

This can be seen in the table above depicting pay quartiles by gender. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile.

Our pay policy provides for salary and bonus for all staff. Salary levels are fixed dependant on the job level of the individuals. When recruiting, person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment, development or promotion will be assessed objectively against the requirements for the job.

Ian Wilkinson
Chief Operating Officer