

**Gender Pay Gap Report**  
**Fujifilm Speciality Ink Systems Limited**

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 **5<sup>th</sup> April 2018**. At this time our workforce consisted of 227 males and 70 females.

**Gender Pay Gap Data**

	Women's earnings are:
<b>Mean</b> gender pay gap in hourly pay	18.30% lower
<b>Median</b> gender pay gap in hourly pay	18.30% lower
<b>Difference in mean</b> bonus payments	23.90% lower
<b>Difference in median</b> bonus payments	16.27% 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
<b>Lower</b>	38 51.00%	36 49.00%	All employees whose standard hourly rate places them at or below the lower quartile
<b>Lower Middle</b>	65 87.00%	10 13.00%	All employees whose standard hourly rate places them above the lower quartile but below the median
<b>Upper Middle</b>	64 86.00%	10 14.00%	All employees whose standard hourly rate places them above the median but below the upper quartile
<b>Upper</b>	60 81.00%	14 19.00%	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. The number of females working for the business has increased overall, however those in more senior roles has reduced during the period, resulting in an increase to the Gender Pay Gap on the previous year.

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**