

Ricoh UK Products Limited

Gender Pay Report April 2020

The data presented in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This data applies only to Ricoh UK Products Limited (RPL), a subsidiary of Ricoh Company Ltd, Japan.

The gender pay gap information contained in this report is a snapshot of the payroll data from April 2020 and compares the pay of female employees to male employees. The figures shown in this report indicate the gap between females pay compared to males and is shown as a percentage. One of the key measures looked at in the data is the mean (average) gap between male and female employees, at RPL a gap exists of 0.88% above the national average for all organisations 2020 submissions up to 3rd November 2020.

Pay Differences between men and women at RPL:

Data as at 5th April 2020 - The population of male and females at RPL is 77.23% males compared to 22.77% females a difference of minus 1.36% females compared to the same period in 2019.

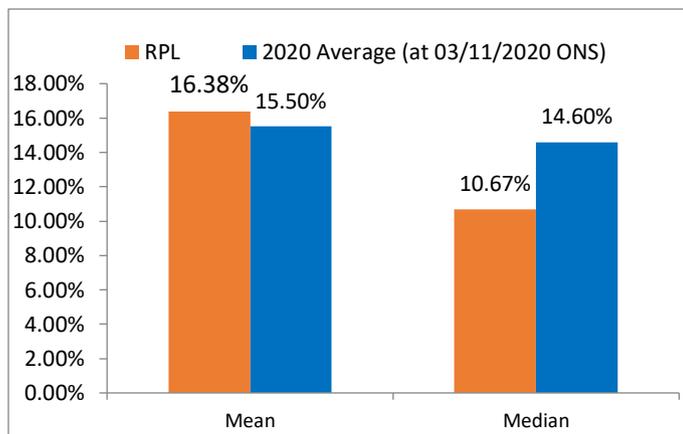
Gender Pay Gap

The diagram below shows the gender pay gap between male and female employees at RPL compared with the national average (source Office of National Statistics 03.11.2020).

Pay, for the purpose of Gender Pay Gap reporting, is calculated on the basis of an hourly rate and does not include overtime and one-off payments. It does however, require pay to be reduced where an employee has a salary sacrifice arrangement in place.

The data shows that our mean hourly rate of pay for females at RPL is 16.38% lower than for males. It also shows that the median hourly rate for females is 10.67% lower than for males. A figure that is higher than the national average shows that the average pay gap between males and females at RPL is higher than the current national average.

RPL v National Average

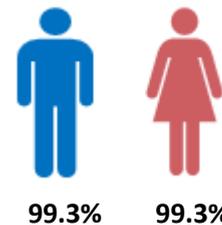


Bonus Differences

The data below shows the difference in the bonus received by males and females in the 12 months preceding 5th April 2020. The mean gender pay gap for bonuses at RPL is 40.57%.

	2020	
	Mean	Median
Bonus	40.57%	14.21%

Bonus Data: This shows the % receiving a bonus in the 12 months preceding the 5th April 2020



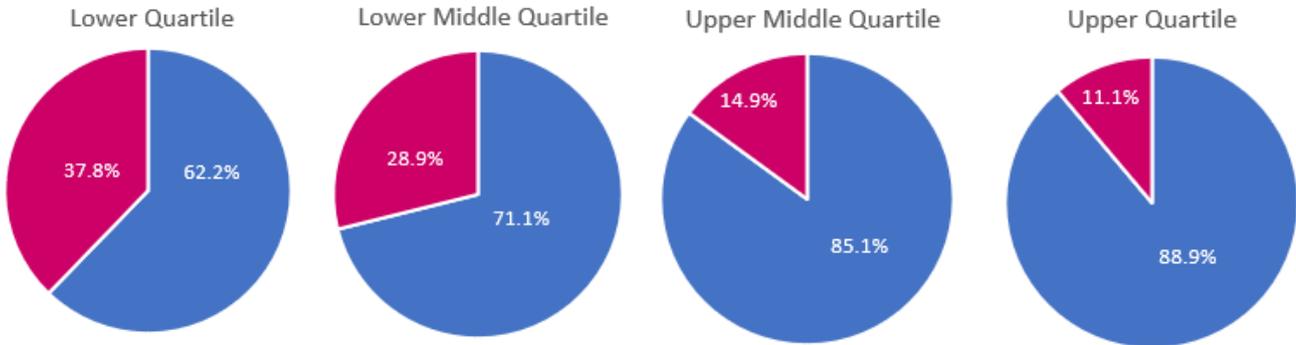
RPL awards a bonus to all employees each December and the only eligibility criteria is that the employee is employed at the time the bonus is paid.

Therefore, the percentage above would normally be 100%, however two males and one female commenced employment after December 2019 and would not have received a bonus in the 12 months preceding 5th April 2020. In addition one male was on a career break in December 2019 and would not have been eligible for a bonus.

Pay Quartiles

The charts below show the gender distribution at RPL across four quartiles. The quartiles are based on the average hourly rate of each employee (from lowest to highest) and each quartile includes approximately 130 employees.

The charts are split to show what proportion of males and females are in each quartile.



Overall at RPL females represent 22.77% of employees. Proportionately females are represented less well in the upper middle and upper quartile than males. This can be attributed to there being more males in Specialist and Senior Management roles at RPL.

Summary

The data presented in this report shows that the gap in gender pay at RPL has slightly increased compared to 2018. This continues to be attributed to the types of roles at RPL, and that there are more males in both specialist and management roles. Due to our pay structure at RPL, we are confident that any gap in pay is related to the gender mix by role rather than pay difference between males and females in comparative roles (Equal Pay).

As an Engineering company, we also recognise that our gender gap in specialist roles is representative of the Science, Technology, Engineering and Maths (STEM) market, and as we continue to work with this challenge in mind.

I confirm that the information contained within this report is true to the best of my knowledge:

Rod Baggott
Executive Director and Company Secretary