

Ricoh UK Products Limited

Gender Pay Report April 2024

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 2024 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 1.12% below the national average for all organisations submissions up to 12th December 2024.

Pay Differences between men and women at RPL:

Data as at 5th April 2024 - The population of male and females at RPL is 79.60% males compared to 20.40% females a difference of -1.09% females compared to the same period in 2023.

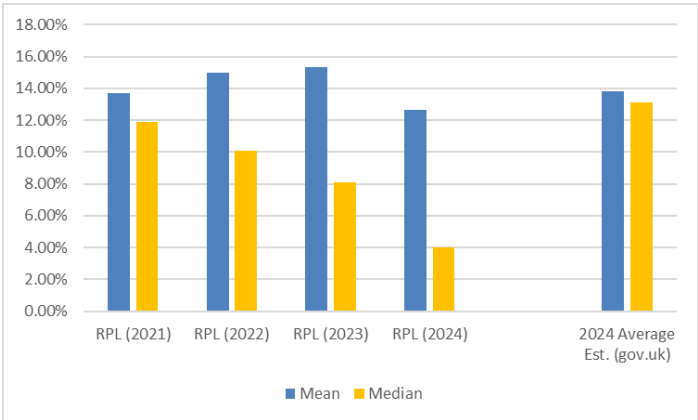
Gender Pay Gap

The diagram below shows the gender pay gap between male and female employees at RPL compared with the national average (source: ONS.gov.uk 12th December 2024).

Pay, for the purpose of Gender Pay Gap reporting, is calculated based on 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 12.68% lower than for males. This is a 2.63% reduction in the gap compared to the same period last year. It also shows that the median hourly rate for females is 3.99% lower than for males, again a reduction in the gap of 4.11% compared to last year. When comparing RPL’s data to the national average figure the average pay gap between males and females at RPL is lower than the current national average.

RPL v National Average

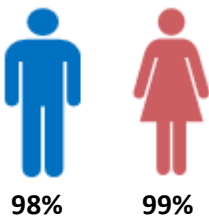


Bonus Differences

The data below shows the difference in the bonus received by males and females in the 12 months preceding 5th April 2024. The mean gender pay gap for bonuses at RPL is 26.47%, which is 11.31% lower than in the same period in 2023.

	2024	
	Mean	Median
Bonus	26.47%	14.66%

Bonus Data: This shows the % receiving a bonus in the 12 months preceding the 5th April 2024



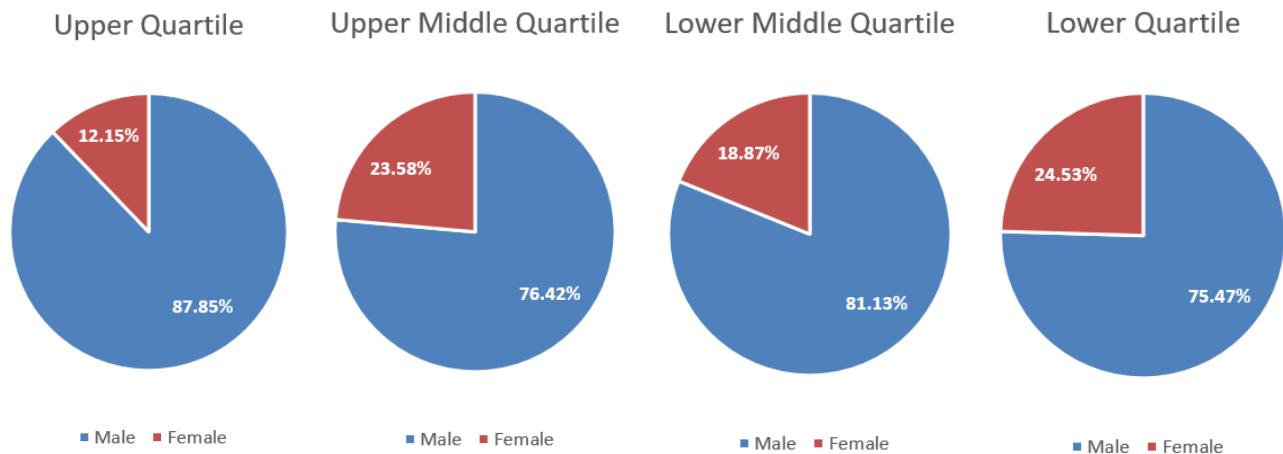
RPL awards a bonus to all employees each December and the only eligibility criteria is that the employee is employed at the time the bonus is paid.

Therefore, the percentage above would normally be 100%, however eight males and one female commenced employment after December 2023 and would not have received a bonus in the 12 months preceding 5th April 2024.

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 106 employees.

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



Overall, at RPL females represent 20.40% of employees. Proportionately females are represented less well in the 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 decreased in 2024 compared to 2023. 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). During this period the organisation has undergone a number of business changes which includes changes within Senior Management, as well as a number of leavers which saw proportionately more males leave the organisation than females. These factors are key contributors in the decrease in the Gender Pay Gap in 2024.

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

Rod Baggott
Executive Director and Company Secretary