

Konica Minolta Business Solutions (UK) Ltd – Gender Pay Gap Report April 2018 to April 2019

Konica Minolta (the Company) is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other characteristics set out above.

Regular pay and benefits audits are conducted and job roles and pay grades are benchmarked against the external market to ensure a fair evaluation. Training and support is provided to leaders who are responsible for pay reviews and promotions.

This statement has been prepared and produced pursuant to Section 78 of the Equality Act 2010 (Gender Pay Gap) and 2017 Regulations to publish an annual gender pay gap report and is applicable to the Company but not its UK subsidiaries.

Using the standard methodologies used, the Company reports for the snapshot date of 5th April 2019 the following:

- The mean gender pay gap for the Company is 14.4 %
- The median gender pay gap for the Company is 17.89%
- The mean gender bonus gap for the Company is 26%
- The median gender pay gap for the Company is 40%
- The number of male and female employees paid in each quartile:-

Gross Hourly Rate of Pay (No. of Employees)				
Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	44%	23%	18%	20%
Male	56%	77%	82%	80%

The Company is confident that its gender pay gap does not originate from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the type of roles which men and women undertake within the Company and the salaries that these roles attract as we have a number of roles within the Sales environment due to the industry type and the solutions we sell.

The ratio of male: female in the Company is 2.88 : 1. In addition, we have a significant number of roles within the Sales environment and these roles are dominated in the main by male employees. The Sales division works to a commission plan which has a higher earnings potential (based on targets achieved) compared to the bonus scheme available to all other colleagues within the Company.

By contrast, we have a number of roles in Administration and these roles are mainly populated by female employees on the bonus scheme.

We believe that the Company's gender pay gap is in line with our industry sector. However, we are committed to do everything that we can to reduce the gap:

- The Women's network is still in force and this focuses on the development of females within the Company as well as attracting females into the Company
- We work with local schools and colleges to promote a career in IT and Manufacturing and the development of STEM subjects for females
- We continue to promote an inclusive culture and we deliver diversity awareness training as part of our Leadership programme
- We have introduced a High Potential Programme for all high performing employees

We recognise that our scope to act is limited in some areas. For example, we have no control over which subjects or career paths students choose to study. However in an attempt to counter act this, the Company has representation on the Essex Skills Board and Opportunities South Essex to try and influence school's curriculum.

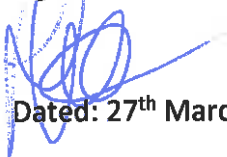
The Company have taken steps to support gender diversity in all areas of its workforce including the following:

- Looking at any gender imbalance in our internal promotions
- Monitoring the proportions of male and females applying for roles and being recruited
- Monitoring the proportion of male and females leaving the Company and their reasons for leaving
- Looking at the numbers of male and females in each role and pay banding
- Monitoring the take up of flexible working, Shared Parental Leave and Paternity Leave
- Reviewing and acting on Employee Engagement Surveys

Any further initiatives launched throughout the year will be reported on the Company's intranet.

I, Sarah Stone, Director of People & Culture, confirm that the information in this statement is accurate.

Signed:



Dated: 27th March 2019