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Responsible Business

Gender Pay Gap 2020

2017 to 2020 Timeline

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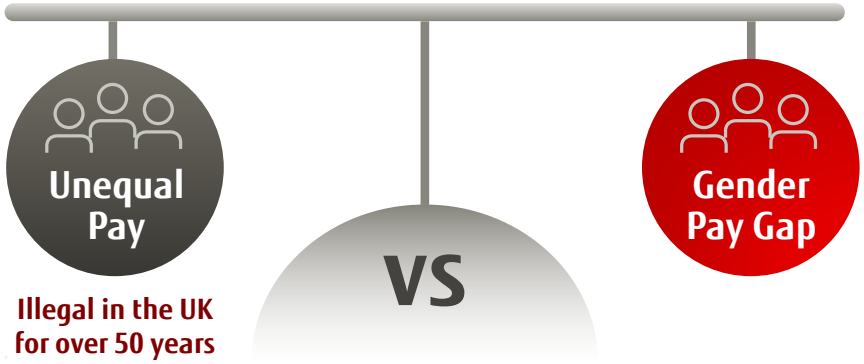
Defining the Gender Pay Gap

Paying men and woman differently for the **same** job

The difference in **average** pay between men and women



Illegal in the UK for over 50 years

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2017

Legal requirement

for all organisations >250 people to publish their gender pay gap*

*First publication date set April 2018

September 2017

Fujitsu publishes its first Gender Pay Gap

17.9% Median

Within the **first 1%** of organisations to do so

- Made a clear commitment to eradicate the Gender Pay Gap
- Set in motion our Gender Diversity Action Plan

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2018

Fujitsu publishes its second Gender Pay Gap

Reduced the Median Pay Gap by **1.5%**

- Published detailed analysis of the reasons for this pay gap and the actions needed to address these
- Detailed action plan created in conjunction with the Fujitsu Women's Business Network, focused on improving gender diversity in how we recruit, retain, enable and pay

2019

Fujitsu publishes its 2019 Gender Pay Gap

Reduced the Median Pay Gap by **0.8%**

- Published a detailed review of focus areas and progress within the Gender Diversity Action Plan
- Introduced a more data-driven focus on progress within this action plan

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2020

Fujitsu publishes its fourth Gender Pay Gap

Reduced the Median Pay Gap by

4%

- Reduction of 6.3% since originally published in 2017
- Includes a detailed view of the data underpinning this change

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Five pillars of the Gender Pay Gap action plan

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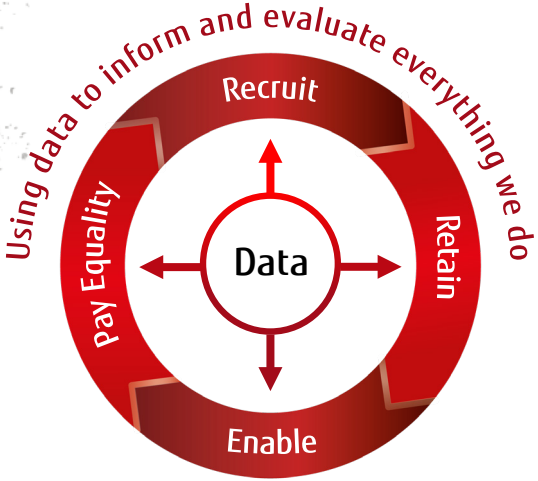
Our action plan addresses all of the following areas:



Our action plan is underpinned by using our data to understand the progress we are making and where we need to focus more

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Headlines from our action plan include

Recruit

Our goal:
Hiring more gender diverse talent across all levels of the organisation and increasing the number of female hires into senior roles

Examples of how we are working to achieve this:

- Gender neutral language in job descriptions
- Making it clear in job advertisements that we promote and support flexible working
- All hiring managers completing unconscious bias training

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Headlines from our action plan include

Retain

Our goal:
Focus on retaining female talent and ensuring alignment between male and female attrition

Examples of how we are working to achieve this:

- Retaining Times Top 50 Employer for Women status for 3 consecutive years
- Empowering our Women's Business Network as vocal representatives of women in Fujitsu
- Reviewing and acting on feedback from exit interviews
- Looking at our Employee Engagement surveys through a gender lens to identify and act upon any differences in feedback by gender

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Headlines from our action plan include

Enable

Our goal:
Enabling female career progression resulting in a higher proportion of women in leadership positions

Examples of how we are working to achieve this:

- Investing in development programmes for women at all levels such as 'Future Me', aimed at women in junior roles looking to take their next career step, and 'Leading Lights' which supports women to move into senior management
- Ensuring gender diversity is at the core of our conversations from business line review meetings to succession planning

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Headlines from our action plan include

Pay

Our goal:
To ensure pay equality through regular monitoring of equal pay by gender

Examples of how we are working to achieve this:

- Equal pay monitoring
- Ensuring gender parity is at the forefront of pay planning and progression reviews

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Headlines from our action plan include

Data

Our goal:
Using data to understand, drive and accelerate progress across all part of our gender balance strategy

Examples of how we are working to achieve this:

- Ensuring the business has access to real-time data which will empower them to drive greater diversity in their business area
- Analysing and modelling our data to understand what influences gender diversity at Fujitsu and therefore what opportunities exist to improve gender diversity

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Key Stats

Comparison in the last year

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The GAP

2020: Reduced the **Median** Pay Gap since 2019 by 4.0% to 11.6%

2020: Reduced the **Mean** Pay Gap since 2019 by 4.2% to 12.3%

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Improved gender balance
across all pay quartiles

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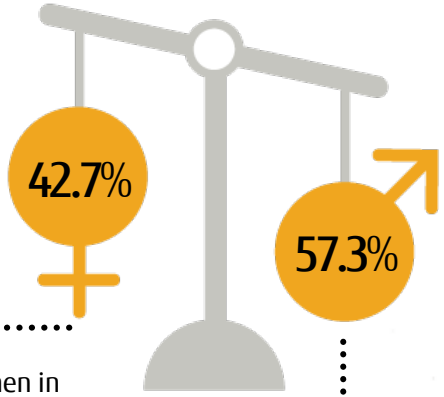
Seen a shift in the distribution of women across the...

with the proportion of women in the upper two pay quartiles increasing by 2.7% to

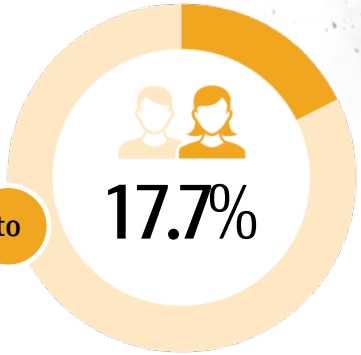


...and consequently the proportion of women in the lower two pay quartiles decreasing by 2.7% to

Women in leadership roles

Seen an **increase in the percentage of women in leadership roles**

by **0.6%** to **17.7%**



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Progress in closing the Gender Pay Gap for new starters

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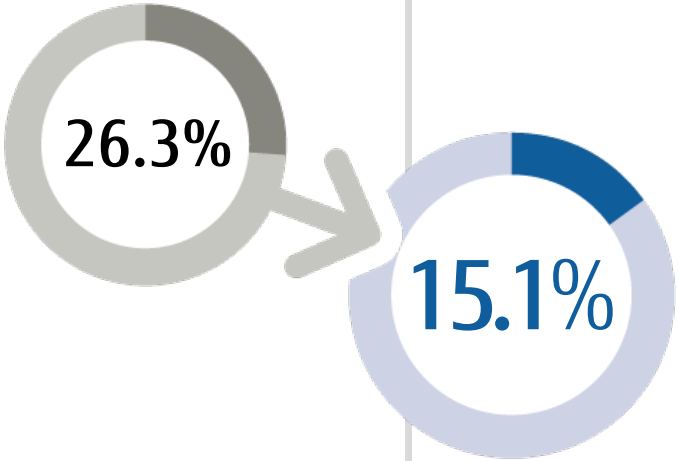
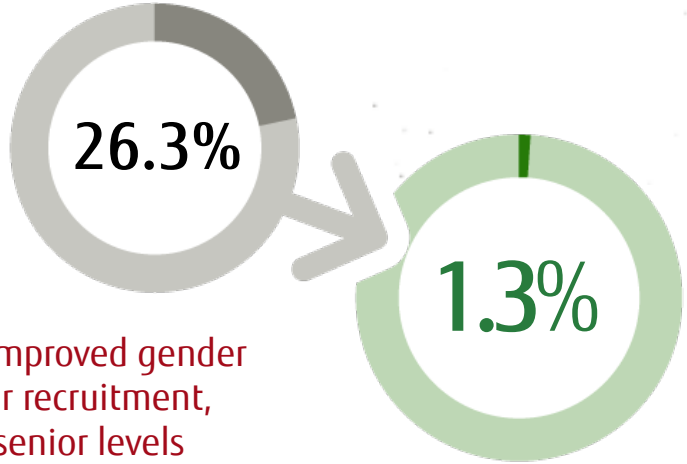
Seen a decrease in the **Median GPG** for new hires with less than 1 year service by **11.2%** from...



Seen a decrease in the **Mean GPG** for new hires with less than 1 year service by **20.4%** from...



This reflects improved gender balance in our recruitment, especially at senior levels

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More progress needed on the bonus gap

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2020: Increased the **Median** Bonus Gap by 25.2% to 55.8%

2020: Increased the **Mean** Bonus Gap by 7.6% to 34.4%

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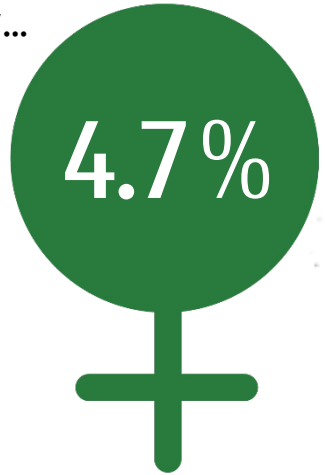
Increases in the hourly rates of pay

Focusing on pay as part of our Gender Diversity Plan in 2019 vs 2020 has helped close the gap

Seen the **Median hourly rate** for women increase by...

Seen the **Mean hourly rate** for women increase by...



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We are seeing

year on year progress

in narrowing the gender pay gap by

improving gender balance across our business

and

we remain committed to eradicating the gender pay gap

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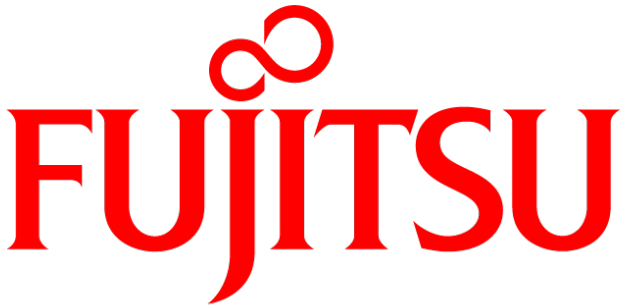

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