

April 2022

Marubeni

KOMATSU

Gender Pay Gap Reporting: An Overview

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Introduction

In line with the Gender Pay Gap legislation, any company with more than 250 employees is required to publish its gender pay gap data.

Gender Pay is different to equal pay, as equal pay refers to the comparison between a man and a woman doing the same role, but the gender pay gap looks at the average pay of all men and all women within the company, regardless of their role.

As a business MKL is committed to harnessing a culture of diversity, equity and inclusion in the workplace. Thus this data helps us to identify areas of improvement and drive positive change.

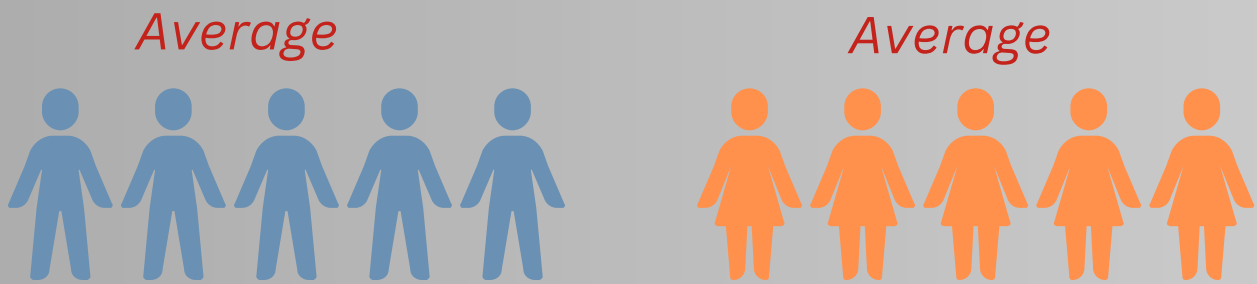
Snapshot date: the selected date upon which to report on all employees within the organisation, in our case, **April 5 2022**.



Type of data collected

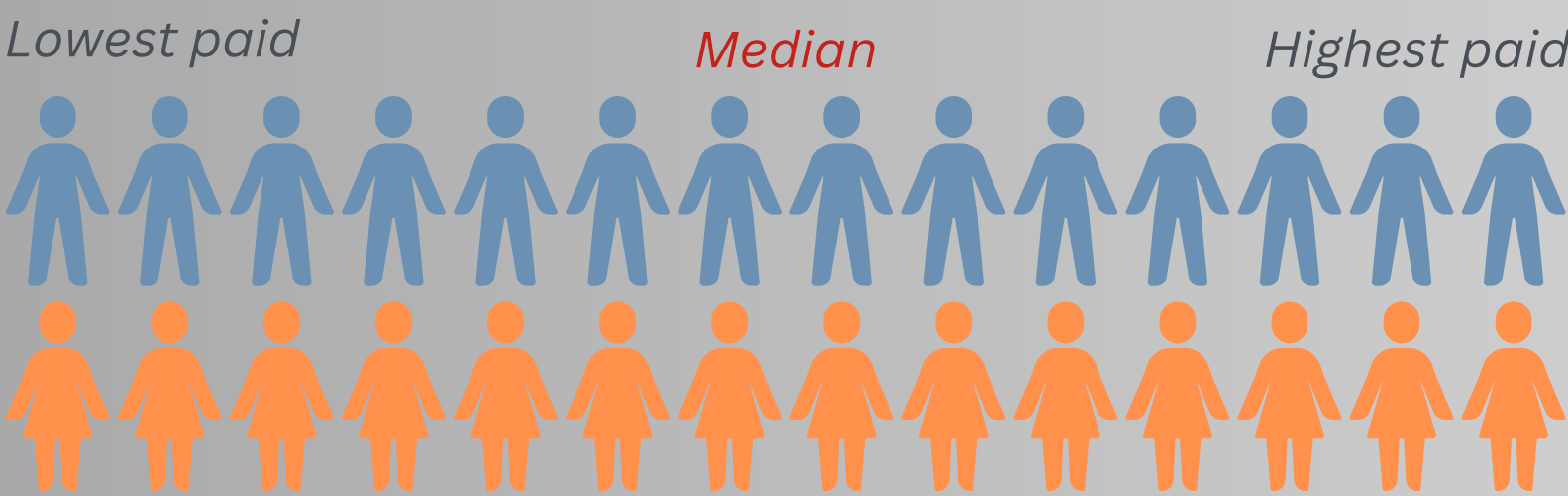
Mean Gender Pay Gap

Average earnings of women compared to average earnings of men



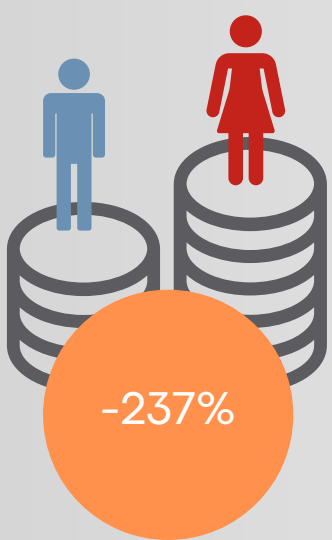
Median Gender Pay Gap

If we lined up every man/woman in the company from the lowest to the highest paid, median is the man/women standing in the middle of the line.

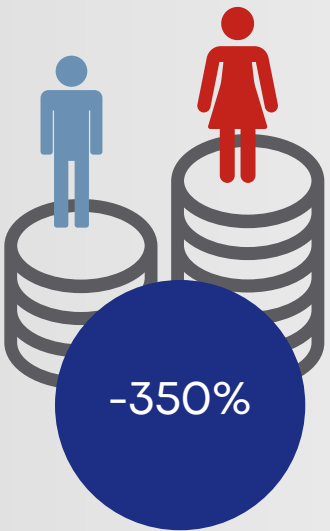


Our data at a glance

*Note: A **positive** percentage shows that women have lower pay or bonuses than men. A **negative** percentage shows that men have lower pay or bonuses than women.*



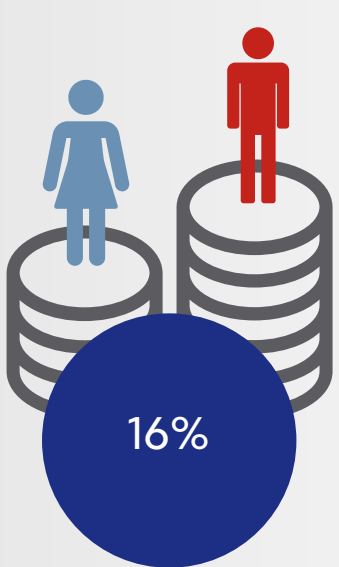
Mean gender pay gap



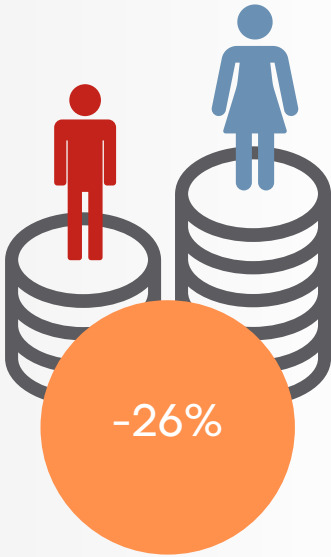
Mean gender bonus gap

When comparing average hourly wages (mean), women receive £3.37 for every £1 that men receive.

When comparing average hourly wages (median), women receive 84p for every £1 that men receive.



Median gender pay gap



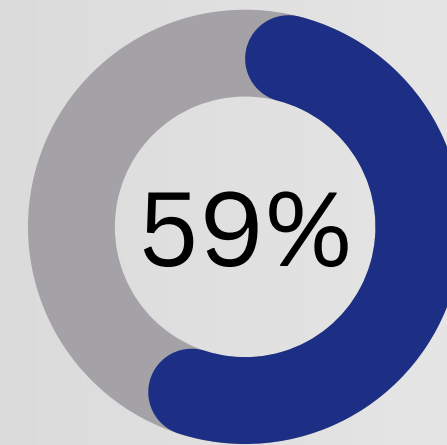
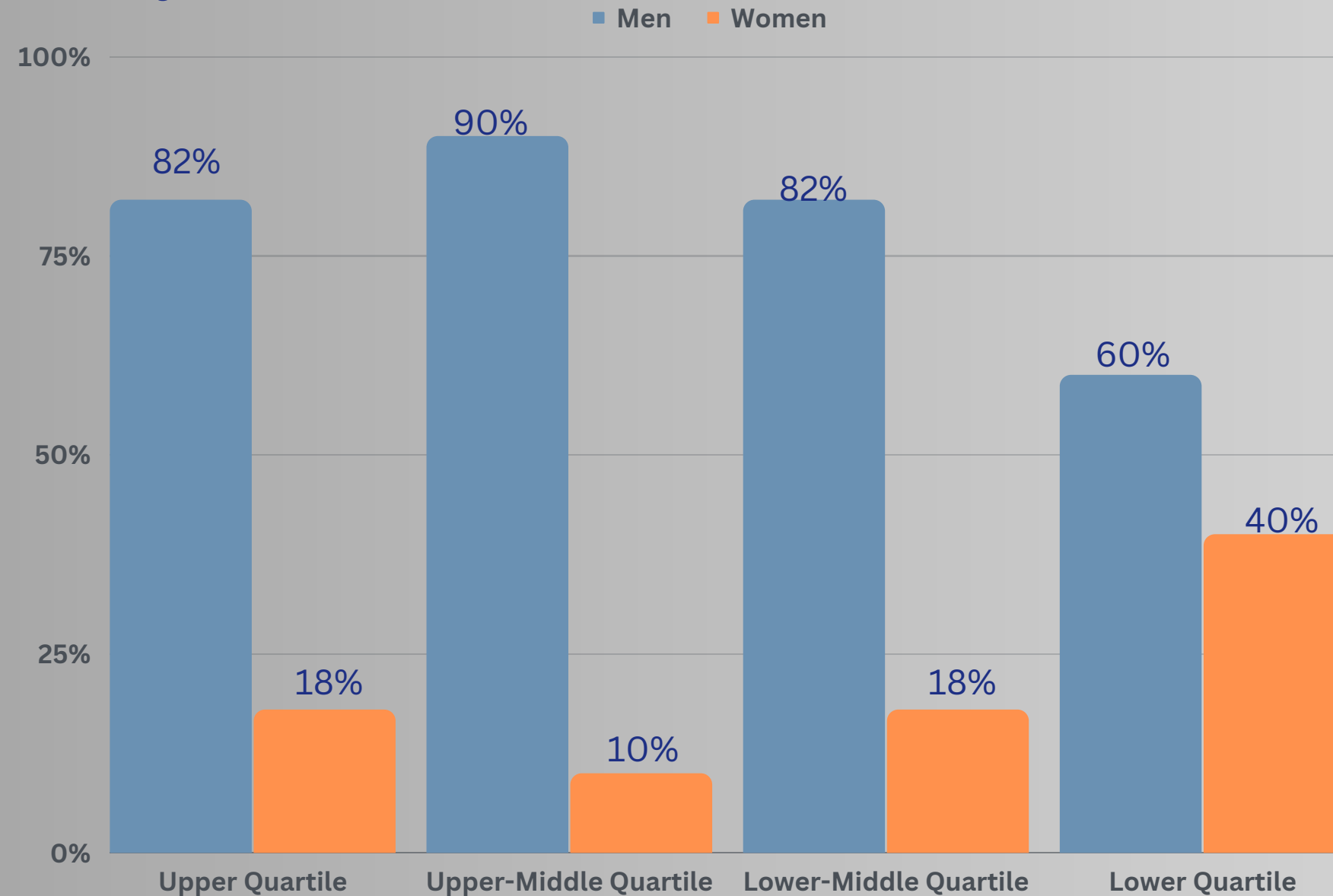
Median gender bonus gap

Looking behind the headline figures

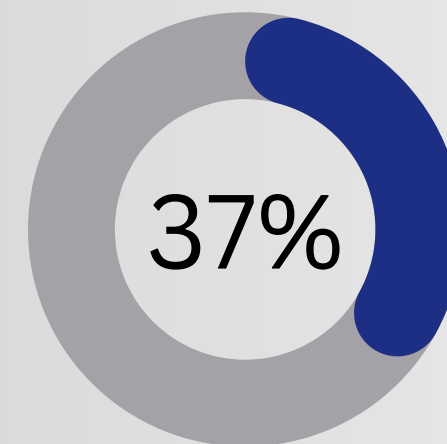
Our Workforce

MKL's gender pay gap data was collected on the snapshot date of 5 April 2022. At this time there were 253 employees within our UK workforce: 54 Women **(21%)** and 199 Men **(79%)**.

Our Pay Quartiles



59% of men received bonus pay



37% of women received bonus pay



Understanding our data

Our analysis tells us that our gender pay gap is caused by a number of factors:

Imbalance in pay quartiles:

The significant variance between the mean average and the median average (hourly pay gap) is showing us that we have a significantly larger proportion of men in our business, which is effecting our pay gap data.

For MKL, Men seem to occupy more of our junior roles (apprentices), and equally our most senior roles (board of directors). Whereas, women tend to be clustered together in one area, in roles that have less linear progression.

External and societal factors:

Such factors influence the gender representation in some areas, most specifically our Engineering sector which has our largest population of people - traditionally over represented by men. This is not isolated to MKL - Generally, of the 5.5million people working in engineering in 2021, only 16.5% were women - (WES, 2021).

Bonus / Commission

Different categories of bonus in the lower quartiles versus bonus schemes in the upper quartiles are creating a differential in bonus payments.

Understanding our actions



Focusing on increasing women representation right across our business.

At MKL, we recognise the challenge of diversity in our industry, and so we have recently partnered with the 'Women in engineering society'. To collaborate with them and to learn from them, in order to encourage and enable women in the UK to explore opportunities within this industry sector.

We will continue to work with local colleges, with the aim of reaching women at a younger age; to open their minds to the career possibilities in plant machinery and engineering. For example, we recently held an 'open day' for potential apprentices which resulted in the appointment of a female apprentice!

We are exploring any possible barriers which may be unknowingly preventing more women joining our workforce. This is to include a review of our employee value proposition, specifically our maternity and paternity leave / pay provisions.

