



Yamazaki Mazak (UK) Ltd – Gender Pay Gap Analysis @ April 2024

Difference in hourly rate of pay - median = 9.8%
Difference in hourly rate of pay - mean = 21.1%
Difference in bonus pay - mean = 84.5%
Difference in bonus pay - median = 0%
Percentage of women who received bonus pay = 30.9%
Percentage of men who received bonus pay = 44.7%

Employees by pay quartile

	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Male	94.3%	89.9%	86.8%	86.2%
Female	5.7%	10.1%	13.2%	13.8%
	100.0%	100.0%	100.0%	100.0%

Gender Pay Gap Commentary

At Yamazaki Mazak, we operate in the manufacturing & engineering environment which, historically, has a significantly higher proportion of male than female employees. We remain confident that men and women are paid equally for doing equivalent jobs. To ensure that this is the case and to create full transparency, in April 2023 we introduced pay bands for the majority of roles within our Production, Sales and HQ divisions. This had already been in place for our Production division since April 2022.

Our situation remains stable and we continue to make good progress. Both the median and mean difference between male and female employees has reduced during this period. Furthermore, the proportion of females in the lower quartile has reduced, whilst the proportion of females in the upper middle quartile has increased. However, we are not complacent and we continue to monitor our recruitment process to ensure that it is fair and consistent with our Equal Opportunities policy.

Our gender pay gap is driven by the high proportion of men we employ within our business especially in our most senior roles; this is due to the relative scarcity of women at a senior level within our environment. Since April 2022, we have also introduced an appraisal related bonus to recognise the efforts of our best performers in their roles. The mean figure has been skewed due to commission related payments to our Sales Colleagues who are currently all males. As with senior roles within our industry, those in Sales positions tend to originate from an engineering and technical background, which is still a predominantly male dominated environment. Clearly, we hope to see this change over the coming years.

We remain aware of our responsibility to facilitate a more even mix of gender into STEM careers both within our own company and the wider engineering environment. We continue to partner with a variety of local and UK organisations to attract more girls and young women to careers in STEM, most notably with our apprenticeship recruitment activity, and our highly successful Industrial Cadets programme.

We will also continue to review and take other effective actions to close our gender pay gap wherever possible.

Richard Smith
European Group Managing Director