



NEC Gender Pay Gap Report 2020

October 2021

NEC Europe/NEC UK

Gender Pay Gap

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all companies employing 250 or more employees to publish their gender pay gap results.

Whilst NEC does not have 250 employees in the UK, we have made a decision to publish our data for transparency and show our commitment to this.

NEC in the UK workforce consists of significantly more males than females. This profile reflects industry trends within the industry. Our gender pay gap results should be considered in the context of this distribution as the predominance of males to females has a significant influence on our overall gender pay gap.

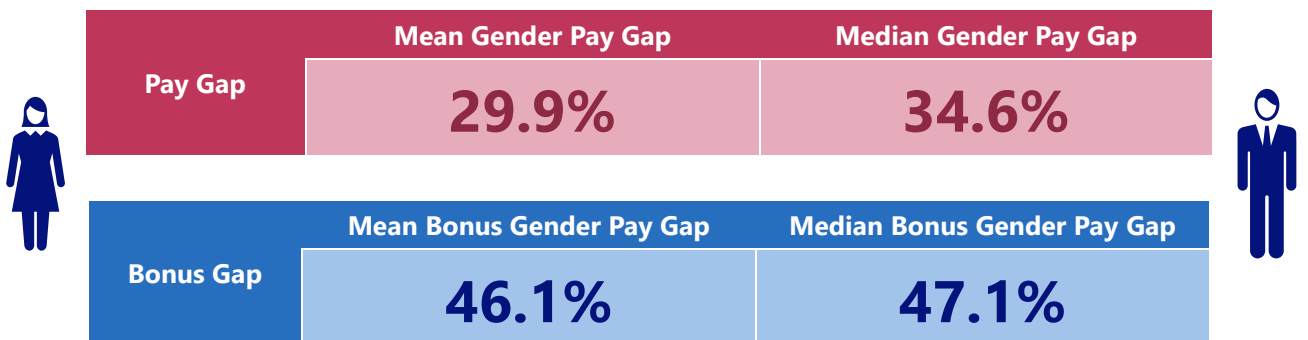


How NEC is doing?

We are reportingⁱ on NEC businesses based in the UK, and specifically NEC UK, NEC Europe and NEC Displays. This information is based on the '[snapshot date](#)' and the people data as of 5 April 2010. This report shows that in 2019 the Company has an average gender pay gap of 29.9%.

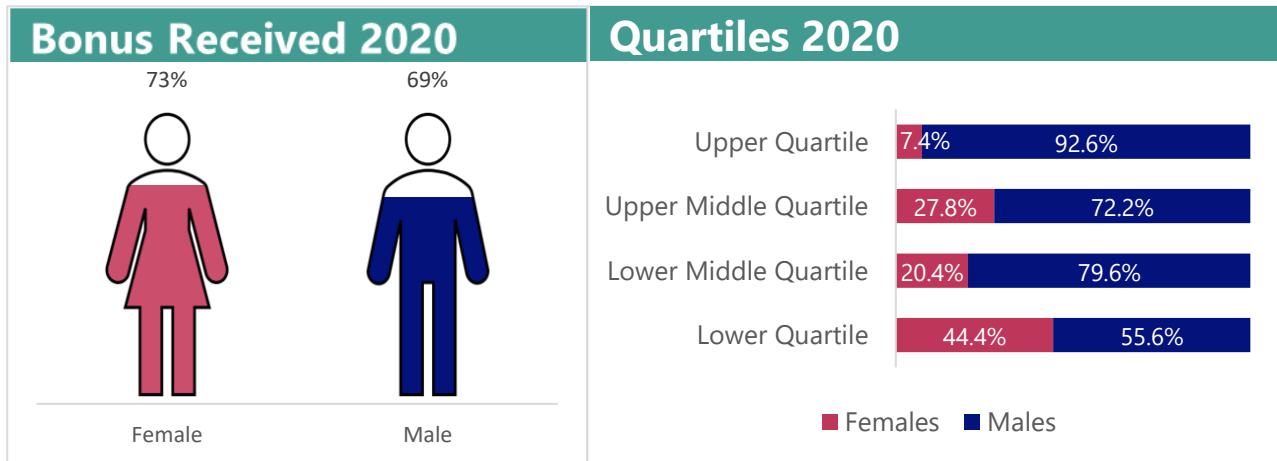
This is an improvement on the previous figure in 2018, which was at 36%. We agree that there is a lot more work to be done but the Company is committed to this initiative.

The data below shows the Mean and Median Gender Pay Gap for both the payⁱⁱ and the bonusⁱⁱⁱ. The definitions below explain the meaning and calculations of each.



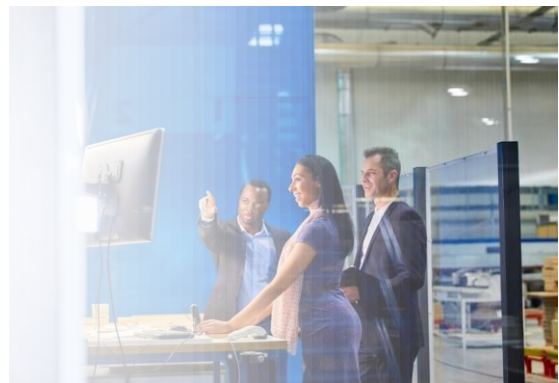
Whilst it appears that we have increased the gap in median bonus payments, there are certain factors that are contributing to this.

As the average bonus for a more senior employee is generally higher than the average bonus for a more junior employee, the bonus gap is a consequence of the fact that there are fewer women than men in those more senior and specialist roles, relative to the wider workforce. This remains to be an issue industry wide.



Whilst we have a higher percentage of women that have bonus payments than men, there is a higher female representation at the junior roles and lower female representation at the senior specialist roles. As mentioned, like other companies, we simply have more men than women in senior and higher paid roles and this continues to have an impact on the gender bonus gap.

The employee data and does not take into account senior women in other countries and globally.



Women, who only make up 33% of our total UK workforce, only occupy 7.4% in the upper pay quartile. As per the above Quartiles chart women hold a higher proportion of roles in the lower pay quartile. As a result, average male earnings are higher than average female earnings simply as there are fewer women in senior roles in our data than men.

It is important to note that Equal pay and Gender Pay are different. Equal pay is about ensuring women and men are paid the same amount for the same job, however the gender pay gap compares the average pay of all male and female employees. At NEC we pay our men and women equally but due to the issues highlighted in this report we do have a gender pay gap.

It is unlikely that the gender pay gap in the industry or at NEC will be closed in a short space of time

due to the fact there need to be initiatives to encourage female STEM graduates that enter this industry. Obviously these will start as junior positions and have little impact on the gap however it will mean that there will be an improvement in female representation. NEC remains committed to support this.

I, Chris Jackson, President & CEO NEC Europe, confirm that the information in this statement is accurate.



Chris Jackson
President & CEO
NEC Europe

i The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

ii 'Ordinary pay' is defined as any monetary payment such as: basic pay; allowances; pay for piecework; pay for leave; shift premium pay. It does not include: overtime pay; redundancy pay; pay related to termination of employment; any repayments of authorised expenses; benefits in kind; interest-free loans

iii 'Bonuses' are defined as any rewards related to: profit-sharing; productivity; performance; incentive; commission. The rewards can be made in: cash; vouchers; securities; securities options; interests in securities