

UK Gender Pay Gap Report 2018

NSK Europe Ltd



NSK (Nippon Seiko Kabushiki Kaisha) is a Japanese-listed company and is one of the world's leading manufacturers of bearings, linear technology and steering systems, established 100 years ago. Today, NSK employs more than 31,000 employees in 30 countries.

In 1976, the first European production facility in Peterlee, England was opened, and in 1990, NSK purchased RHP, with its factory in Newark.

The UK employs circa 1,000 employees across its 2 manufacturing sites in Newark & Peterlee, and the European Head Office in Maidenhead.

NSK Europe Ltd is committed to global NSK Code of Ethics, which requires all NSK employees to always be fair, honest, respectful and loyal. Central to being fair is always treating others equally, without favouritism or discrimination.

NSK's "gender pay gap" is a snapshot of the difference between the average hourly pay levels of all women compared to all men, irrespective of their role or level in the organisation, expressed as a percentage of men's average pay. This is distinct from "Equal pay", which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value.

We have a variety of mechanisms to promote consistency in reward between men and women on the same job grade or doing the same work. These include job evaluation, and gender free pay structures in our compensation approach and tasking our HR professionals in the business to ensure that pay decisions are free of any gender bias and internal analysis is conducted to highlight any areas of concern.

NSK is committed to reducing its gender pay gap, which is predominantly due to having a male-orientated workforce; typical in the manufacturing industry, which is engineering focussed with a requirement in many roles to work shifts. We also have a high proportion of female employees who work part time

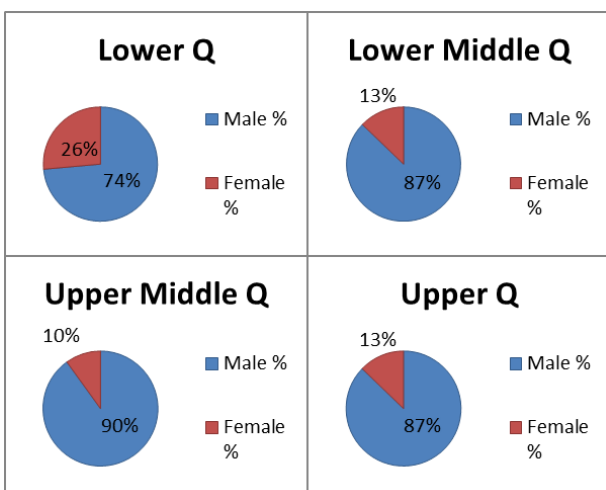
Proportion of all UK employees receiving a bonus

Men	15%	Women	7%
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Bonus difference between women and men

Bonus	Mean	Median
	54%	-696%

Pay quartiles across UK employees



National Gender Pay Gap - All employees	17.90%
National Mean Gender Pay Gap in Manufacturing	17.00%
NSK Mean Gender Pay Gap (UK)	10.97%
National Median Gender Pay Gap in Manufacturing	20.90%
NSK Median Gender Pay Gap (UK)	16.60%

