2020

Gender Pay Gap Report

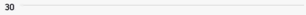
What we Stand For

We follow a simple business philosophy: to create human driven innovations that defy barriers to progress and contribute to a better tomorrow for all. Our spirit of **'Do What You Can't'** and relentless focus on innovation helps us to push limits and propels us towards these goals. We devote our talent, experience, and resources to create superior products and services, and empower people with the tools that help them make meaningful progress in their lives.

Our Quest for Diversity

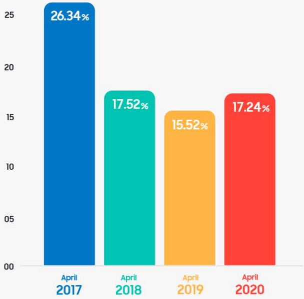
We believe in humanity above all else, and regardless of gender, nationality, or race, we welcome one and all to join us as we meet everyone with **fairness, respect, and compassion.**

Median Pay Gap over the past four years



As one of the world's largest technology brands, we lead from the front to pioneer positive change. We take action to educate and engage the industry, to drive equality within business and ensure progress in these areas.

For our business, this means encouraging and empowering women at every stage of their career – from education, to entry into the workplace, and through to senior leadership. At Samsung UK, we want to see **female talent thrive.** As we work towards gender balance in the workplace, we also want to encourage more women - including those who work with us - into more **management and executive roles.**



> **“We have reduced the difference in our median hourly pay gap by 9 percentage points over the last four years. As we continue to pour our efforts, resources, and technology into improving this, we remain committed to further championing gender equality within our business, regardless of the challenges faced by the global pandemic.”**

The Gender Pay Gap - What is it?

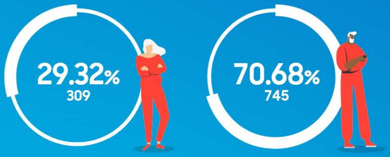
The Gender Pay Gap is the comparison of the pay for all the men and all the women in our business, taken at a snapshot in time.

At Samsung UK, we have a higher number of male **(71%)** than female employees **(29%)**, with more men working at executive levels than women. We recognise we have a Gender Pay Gap and are working hard to improve balance across the business and beyond.

We believe that closing this gap requires a long-term commitment and extensive investment to drive action across the business. We also acknowledge that we have a role to play in the wider industry to put **gender equality at the forefront of the global agenda.**

As a business, we remain focused on encouraging and empowering women to pursue interests in technology at every stage of their life and are always

Percentage of Samsung UK employees by gender
Total: 1054



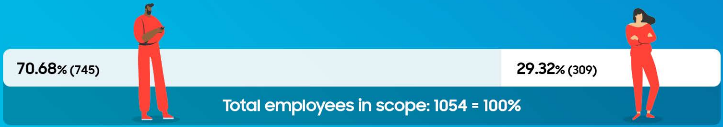
Equal Pay

The Gender Pay Gap is not to be confused with Equal Pay, which is the right to be paid the same salary for doing the same job, regardless of gender. At Samsung UK, we are a committed Equal Pay employer; we pay by role not by gender.

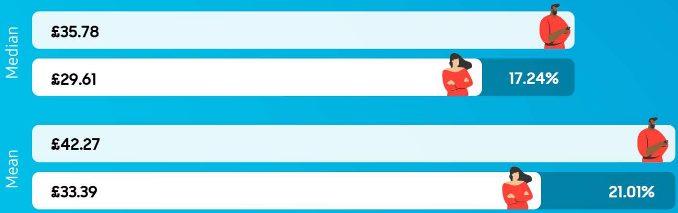
Samsung UK's Gender Pay Gap – **The facts and figures**

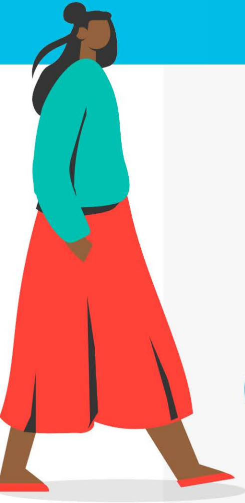
Who is included in this report?

1054 of our colleagues were included in this year's Gender Pay Gap Report. We have an unequal split of men and women in our business. It means we have fewer women working here but it's something we are working very hard to address.



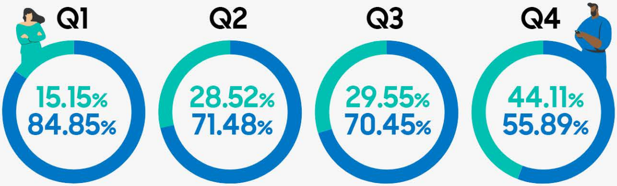
Our hourly pay





By pay quartile

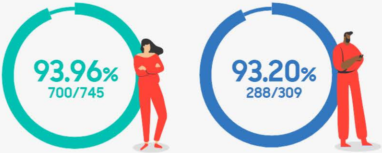
The following figures depict who earns what by the hour, as split into four quartile sections, with 1 representing the top-earning employees and 4 representing the lowest-earning workers.



Gender bonus gap

All roles at Samsung are bonus eligible for employees within the scope of this report: a reason this may vary can be an individual's start date. This year, the gap between women and men receiving bonuses is less than 1%. Our current median gap is 51%, while our mean gap is 43%; we're working really hard to reduce this.

Percentage of employees receiving a bonus



Our emerging talent graduate programme

We continue to attract an aproximate 50/50 equal gender split into our Graduate & Placement programme

We are very proud of our Emerging Talent at Samsung and supporting them remains high on our agenda, even throughout the pandemic.

Within the UK, the programme we offer includes various placement opportunities across Marketing, Sales, Finance and Customer Experience, to name a few. The assessment process has switched to a virtual format but remains relatively consistent year-on-year, and we are pleased to say that our intake volume has increased two fold in the past year.

For more information, visit: https://www.samsung.com/uk/aboutsamsung/careers/emerging-talent/graduate-opportunities/

What is Samsung UK doing to address the Gender Pay Gap?

We are proud to have committed to:

1

Creating a platform called Samsung Pioneers which seeks to power advocacy and champion equality within our business and beyond

2

Building our partnership with Everywoman - giving colleagues access to resouces, advice and mentoring to support in their career progression and championing our female talent

3

Creating a more inclusive culture for Women@Samsung Our mission is to attract, retain and develop our female talent; support career progression and create an environment of safety & belonging through our **Women@Samsung** Employee Resource Group.

How are we doing this?

Empowering younger generations

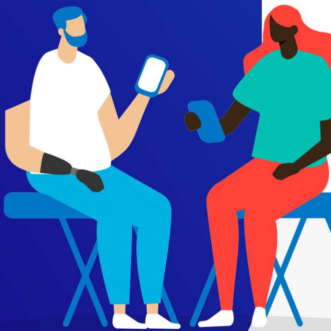
We believe younger generations play a critical role in building a better tomorrow for all. To bring more women into the tech industry, we need to inspire and equip young people, especially females, with the crucial skills needed to thrive in a technology-driven future. We can't hire more women if we don't make the tech industry accessible and exciting to them.

By showing young people and enabling them to take part in the exciting opportunities that lie ahead in the tech industry, we help young people become the next generation to pioneer positive social change as we create a more diverse future workforce.

Through our Corporate Social Responsibility programmes in education, like Samsung UK's 'Not a School' and 'Energy in Schools', we are empowering future generations to achieve their full potential and equipping them with future-proof training, creativity, empathy and problem-solving skills they need to shape their future.

We are also working closely with our long-term educational partners such as the British Museum and the RSC, to bring a wide range of subjects to life using technology in innovative ways.

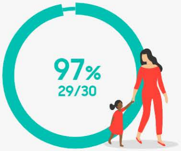
If we can show young people the exciting opportunities that lie ahead in the tech industry, we can create a more diverse future workforce.



Our family leave policy

We have a highly competitive Family Leave Policy. While employees are entitled to 52 weeks of maternity leave, the statutory maternity pay is only 90% of average week pay for the first 6 weeks. This often means parents return to work earlier than they would like.

At Samsung UK, we offer financial security to our colleagues who are parents by offering 6 months leave to care for their child on full pay, and they are also eligible for a bonus during this time. This means that from 2018 to 2019, 75% of our colleagues were able to utilise the full 52 weeks' entitlement due to the enhanced financial benefit. **This also means that 97% of our colleagues returned to work with us after maternity leave.**



Together for tomorrow

> **At Samsung we put people at the heart of everything we do. Our mission is to build a workplace that celebrates our diversity and offers everyone the same opportunities. We want our colleagues to be their true selves; to be included, recognised and heard in the workplace.**
>
> **I am delighted with the progress we have made, acknowledge the challenges we face and committed to continually drive positive change at Samsung.**

Francis Chun
President & CEO - UK & Ireland, Samsung Electronics (UK) Ltd.

Please find our 2019 Gender Pay Gap Report here.