

SAMSUNG

Gender Pay Gap Report

2021



People First

At Samsung we put people at the heart of everything we do and believe in humanity above all else. 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 mission in the UK & Ireland 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. We welcome one and all with fairness, respect, and compassion.

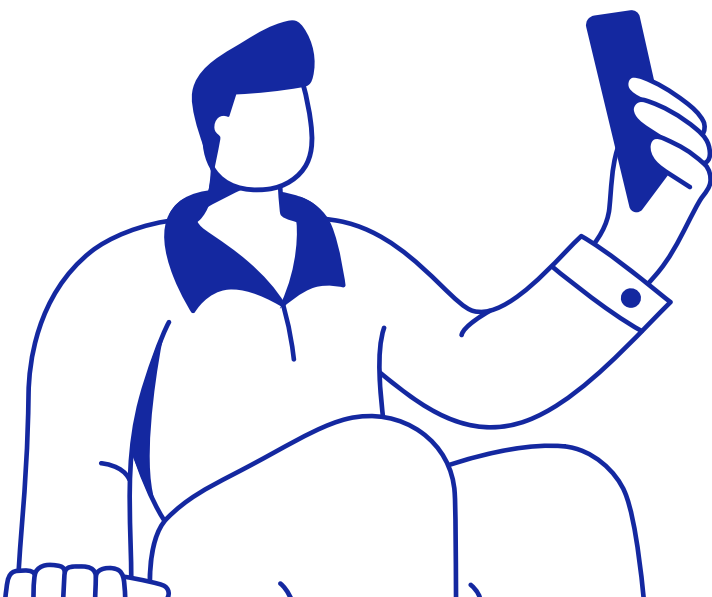
As one of the world's largest technology brands, we strive to lead from the front to pioneer positive change. We take action to educate and engage the industry, to drive equality within business and ensure progress in these areas.

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.

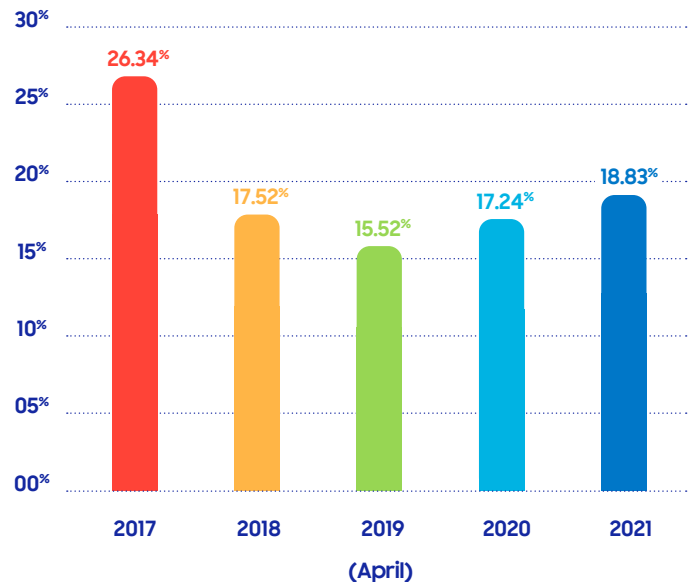
Our latest Gender Pay Gap

Our latest data sees an increase in Samsung UK's median hourly pay gap of **1.59 percentage points since 2020, and of 3.31 percentage points since 2019.**

Although we have reduced the difference in our median hourly pay gap by over 7 percentage points over the last five years, two consecutive years of the gender pay gap widening is of serious concern. We are taking many steps to prioritise & address this, and **this report outlines our key commitments.**



Samsung UK's Median Gender Pay Gap over the past five years



As we continue to pour our efforts, resources, and technology into improving these figures, **we remain committed to further championing gender equality within our business and beyond,** regardless of the challenges faced by the global pandemic.

The Gender Pay Gap explained

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. This report refers to data taken in April 2021.



At Samsung UK, we have a **higher number of male (70%) than female employees (30%)**, with more men working at executive levels than women. We recognise we have a widening Gender Pay Gap and are working hard to **achieve equality across the business**.

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.

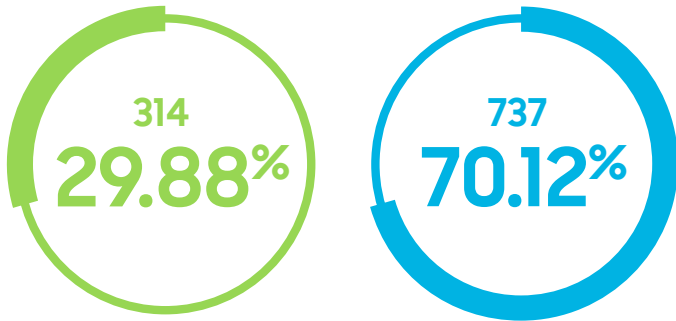
As a business, we remain focused on encouraging and empowering women to pursue interests in technology at every stage of their life. **We are always looking for new ways to drive progress in this area.**

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**.



The facts and figures



Total: 1051 = 100%

Colleagues in scope

1051 of our colleagues were included in this year's Gender Pay Gap Report.

The data clearly shows that we have far fewer women than men working here, which is something we are **working diligently to address**.

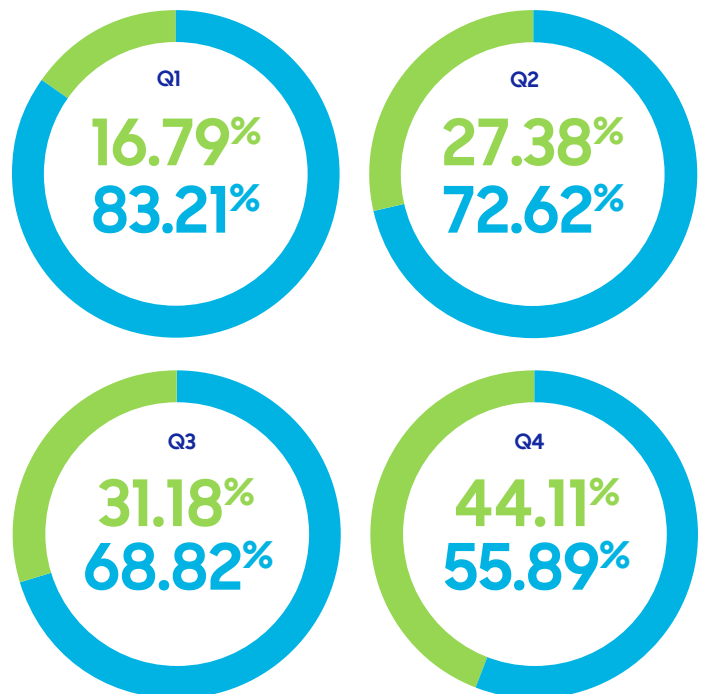
Our hourly pay



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 employees.

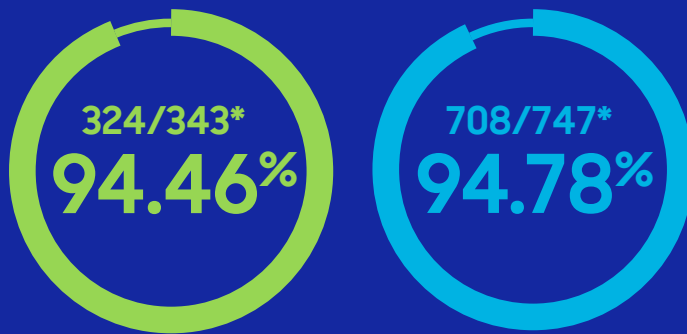
This data makes it very evident that **we need a strong focus on increasing the amount of females employed within the senior quartiles**. However, we also need to **improve the diversity across all quartiles** to ensure that the progress we make is sustainable.



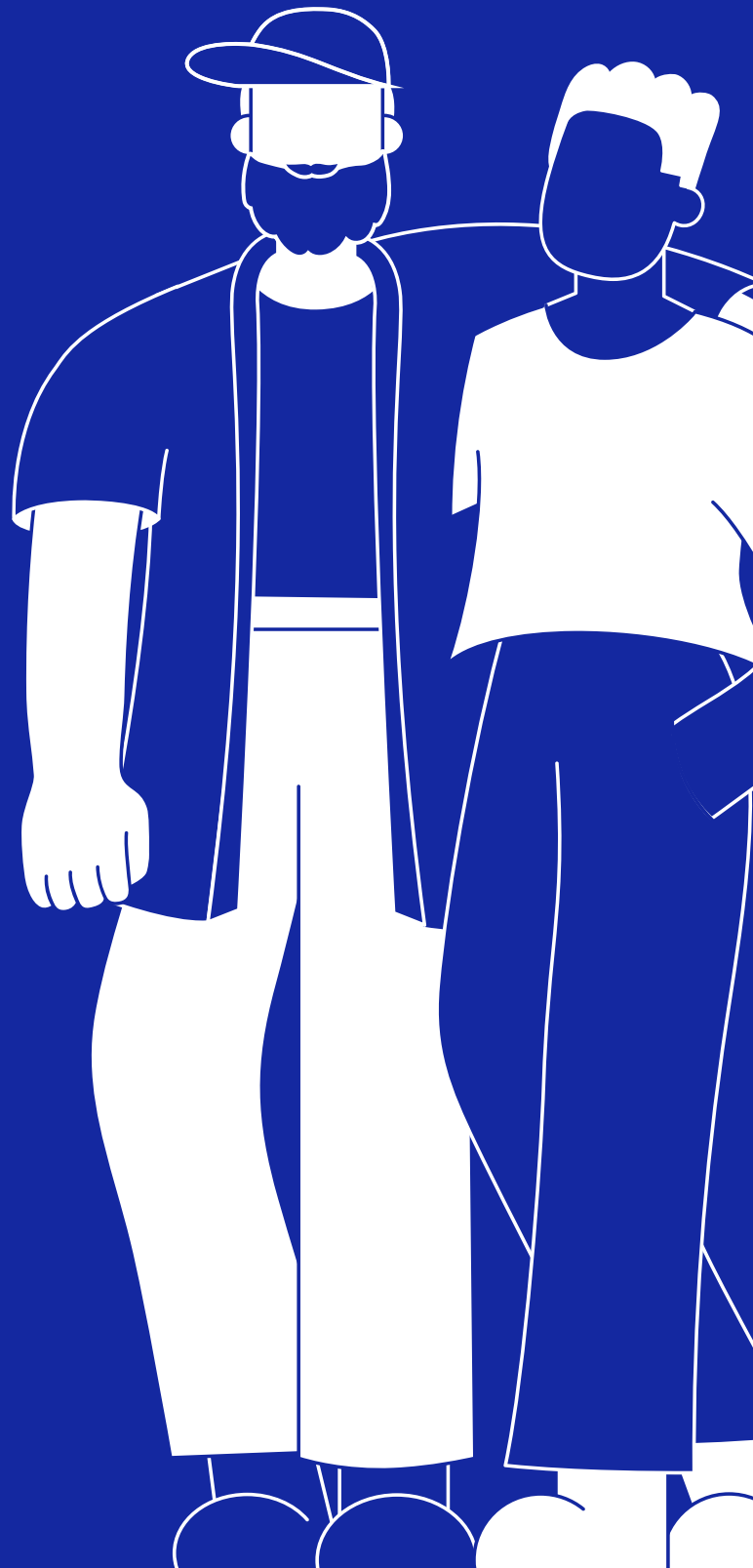
Gender bonus gap

All roles at Samsung UK are eligible for bonus. As you can see below, the gap between women and men receiving bonuses remains at less than 1%.

Percentage of employees receiving a bonus:



Our current median bonus gap is **43.83%**, while our mean bonus gap is **44.22%**. We appreciate that at the higher-paid quartiles, the amount of bonus payment is also higher. Due to fewer females employees being at those higher-paid quartiles, and due to employing more men than women in Sales roles where the bonus amounts are generally higher, this explains the gap in median & mean bonuses. We are working really hard to reduce this.



*The Gender Pay Gap is calculated using 'full-pay relevant employees', whereas the Gender Bonus Gap is calculated using 'relevant employees'. This explains the difference in total number of employees in each calculation – 1051 for the Pay Gap above and 1090 for the Bonus Gap here.

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

We are proud to have committed to:

1



Implementing our Equality, Diversity & Inclusion (ED&I) Strategy – we have partnered with Global Diversity Practice to launch our first ever ED&I survey in March 2021, which gave us insight into how individuals feel about working at Samsung. This survey shaped our approach to ED&I and underpinned our ED&I strategy, which was launched in May 2021. Our strategy focuses on shifting Samsung’s culture and increasing the diversity of our colleagues, with an initial focus on gender and ethnicity.

2



Creating a more inclusive culture for Women@Samsung – as the UK & Ireland’s first Employee Resource Group launched in mid-2021, their mission is to attract, retain and develop our female talent. They aim to support career progression and create an environment of safety & belonging. Women@Samsung now have over 150 members, host events on topics like mentoring and allyship, conduct fundraising, and informal mentoring & networking activity. As part of our ongoing ED&I journey, Women@Samsung partner with our other Employee Resource Groups in Samsung UK and beyond, and with the People Team, to drive positive change.

3



Deepening our partnership with Everywoman – giving colleagues access to resources, advice and mentoring to support in their career progression and championing our female talent. Since April 2021 alone, we have held webinars for colleagues on topics including Imposter Syndrome & Confidence, Stepping In and Stepping Up from family leave. We’ve collectively had over 200 attendees to these events – where many of our women have openly shared their personal stories, experiences and advice, in doing so inspiring & empowering others across the business.



Continuing to champion our **Samsung Pioneers platform** – working closely with Women@Samsung and industry partners to drive positive change when it comes to gender equality. Our 2021 activity included the **Breaking Bias** report exploring gender bias in UK workplaces, events, profiling female colleagues and partnerships with platforms such as **Ctrl Alt Delete**.

Our Talent Strategy

Talent Acquisition:

We have taken steps to improve the diversity of our recruitment. We have started to **capture applicants' diversity data** which helps us understand where issues may lie within attraction and selection.

We have also **spoken to all our recruitment agencies**, highlighting the emphasis and focus on diversity within Samsung. We are working with these agencies to encourage gender balanced and diverse shortlists, whilst internally promoting more gender balanced interview panels. When looking at SEUK only*, in 2021, **46%** of our hires were female and **54%** were male. This is compared to **39%** of hires being female and **61%** being male in 2017, when we first began publishing our Gender Pay Gap Reports.

We have also **stopped asking candidates for their pay history**. We believe that deciding salary based on what people were paid previously simply exacerbates the problem and everyone should be paid what they deserve, irrespective of their current pay.

We also continue to challenge our managers and leadership to focus on their ED&I development. **Inclusive hiring training** is being

developed, educating hiring managers on topics such as biases and questions you can and can't ask in an interview.

Finally, as one of the founding members of #ChangeTheFace, Samsung has joined an industry-wide initiative to increase diversity and equality in the technology sector. Launched by Vodafone in March 2020, #CTF has a simple vision; to change the face of tech – for good.



*This report includes our Samsung Electronics (UK) Ltd employees from across SEUK, SRUK and EO.

Emerging Talent:

We are delighted that around 55% of those who join Samsung through our Graduate & Placement programmes are women.

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

Within the UK, the programmes we offer include various opportunities across Marketing, Sales, Finance and Customer Experience, to name a few. The selection 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 from 2020 to 2021.

Most recently, Samsung UK has announced the launch of a **new Apprenticeship Scheme** to upskill the next generation with the opportunity to get their foot on the career ladder. The programme will offer successful applicants the opportunity to 'earn and learn' by providing a direct route into the world of work, while having the opportunity to achieve a fully funded qualification in their chosen field at the same time. It will involve on the job training from our expert teams and a training & development programme, as well as a competitive salary and staff benefits such as staff discounts. We know this will provide another significant opportunity to attract and develop more young females into the tech industry and into Samsung, and we look forward to seeing the results.

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We know that not everyone wants to, or is able to, go to university so we're looking to offer both an entry point into the industry, with invaluable on-the-job experience, as well as formal qualifications. With consumer electronics touching every aspect of our everyday lives and culture, from music to fashion and gaming, we can't wait to welcome more young talent to our industry-leading team at Samsung UK.”

Tamas Csejtei,

People Team Director for the UK, Ireland & Europe Office



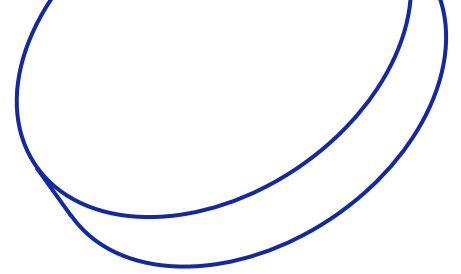
For more information on our Emerging Talent programmes, visit: www.samsung.com/uk/emergingtalent

Talent Development:

We know how important it is to invest in our talent to ensure everyone is set up to succeed. This year we are exploring development programmes such as a **female leadership programme** and a **mentoring programme** which aim to support individuals who aren't as represented at senior grades.

With the support of Global Diversity Practice, we are also running **Conscious Inclusion training for all colleagues** to attend. These sessions spark difficult but crucial conversations that challenge our thinking and beliefs.

In addition, we will be keeping **ED&I at the top of our minds when looking at promotions, salary reviews and employee benefits.**



Our family leave policies

We have highly competitive family leave policies. 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 working parents by offering 6 months' leave to care for their child on full pay.** Employees are also **eligible for a bonus** during this time. This means that from 2020 to 2021, all SEUK colleagues eligible for this leave were able to utilise the full 52 weeks' entitlement* (inclusive of Shared Parental Leave) due to the enhanced financial benefit. Additionally, 92% of these colleagues returned to work with us after maternity leave.

As well as our maternity leave policy, we have additional family-friendly policies to support our employees, including:

- **Shared Parental Leave** of up to 12 months, including enhanced pay for 6 months
- **Company Enhanced Paternity Leave** and pay for 4 weeks
- **Parental Bereavement Leave** at full pay for 2 weeks
- **Sabbatical Leave** of up to 3 months
- **Adoption/Surrogacy Leave** with 6 months of full pay, minus statutory pay

*Based on a minimum service length of 26 weeks.



Empowering future generations

We believe younger generations play a critical role in building a better tomorrow for all. Through Samsung's guiding Corporate Social Responsibility vision "**Together for Tomorrow! Enabling People,**" we are empowering future generations to achieve their full potential through education.

To bring more women into the tech industry and help them to thrive, we need to inspire and equip all young people with the crucial skills needed in a technology-driven future. We operate a range of programmes, such as **Solve for Tomorrow**, to create more inclusive, quality learning experiences for young people across society and to empower future generations to achieve their full potential. Our 2020 - 2021 programme welcomed an equal split between young people who identified as male and female. The young people who take part receive mentorship and advice from Samsung colleagues and develop skills such

as critical thinking, confidence and creativity to develop their ideas and take them forward to help shape their future.

In addition, Samsung's ongoing **partnership with FutureLearn** provides access to four free CPD accredited courses, one of which being 'Designing a Diverse & Inclusive Future.' These courses are open to all, enable learners to explore the role technology can play to solve some of society's biggest issues, and are co-created by a range of inspiring experts, entrepreneurs and activists.

By using our expertise, knowledge, experience and resources we can support and enable young people to take part in the exciting opportunities that lie ahead in the tech industry, equip them with the skills they need to succeed, and in turn help them to become the next generation to pioneer positive social change as we create a more diverse future workforce.



The journey ahead

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At Samsung UK, we believe in a workplace that celebrates diversity and empowers everyone with the same opportunities. Whilst we know we have more to do, the steps we have taken to address gender inequality show our commitment and passion to address this important issue. We are grateful to our colleagues for their willingness to share and learn, so that we become stronger together. Championing a diverse workforce is our priority and we will ensure this continues to be at the forefront of our agenda in 2022 and beyond.

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



Please find copies of our
previous Gender Pay Gap
Reports [here](#).



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