

SAMSUNG

Gender Pay Gap Report 2024

March 2025

Samsung Electronics (UK) Limited is a limited company registered in England and Wales with registered number 03086621 and whose registered address is Samsung House, 2000 Hillswood Drive, Chertsey, Surrey, KT16 0RS, UK

"At Samsung, we are unwavering in our commitment to cultivating a diverse, equitable, and inclusive workplace that not only celebrates the unique perspectives and experiences of every individual but also provides equal opportunities for everyone to flourish and reach their full potential.

"We firmly believe that transparency is a cornerstone of meaningful progress, and we are dedicated to proactively identifying and addressing any disparities that may exist within our organisation.

"By fostering an environment of openness, accountability, and continuous improvement, we aim to create a workplace where every employee feels valued, respected, and empowered to contribute their best work."

Natalie Prempeh

People Director - UK & Ireland
Samsung Electronics UK Ltd.



Gender Pay Gap Vs Equal Pay

Equal pay ensures that men and women receive the same pay for performing the same or similar work. Gender pay gap measures the difference in average earnings between men and women across an organisation or industry, highlighting broader issues related to occupational segregation, career progression, and working patterns.

In the UK, the terms "gender pay gap" and "equal pay" are often used interchangeably, but they refer to distinct concepts.

Equal Pay

At Samsung UK, we are a committed Equal Pay employer. Equal pay refers to the principle that men and women should receive equal pay for performing the same or similar work. The UK's Equality Act 2010 prohibits employers from paying men and women differently for doing the same job or work of equal value. This means that if two employees are carrying out the same role, with the same responsibilities and requirements, they should receive the same salary, regardless of their gender.

Gender Pay Gap

The gender pay gap, on the other hand, measures the difference in average earnings between men and women across an organisation. It is expressed as a percentage and can be calculated in various ways, such as:

- ❖ **Mean gender pay gap:** The average difference in pay between men and women across an organisation
- ❖ **Median gender pay gap:** The middle point of the pay distribution, where half of employees earn more and half earn less

The gender pay gap is influenced by a range of factors, including:

- ✓ Differences in the types of jobs held by men and women
- ✓ Disparities in career progression and promotion opportunities
- ✓ Variations in working hours and patterns
- ✓ Occupational segregation, where certain industries or roles are dominated by one gender

In the UK, employers with 250 or more employees are required to publish their gender pay gap data annually. This transparency helps to identify areas where action is needed to address the underlying causes of the gender pay gap and promote greater equality in the workplace.

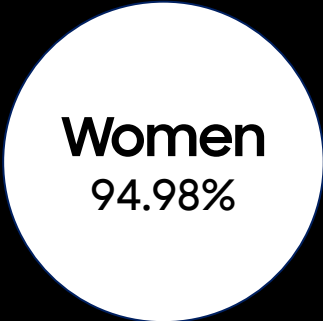
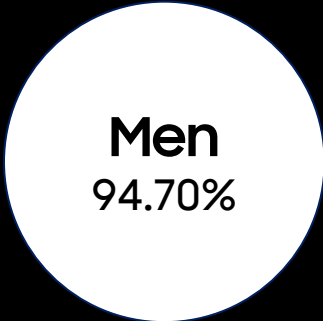
Mean
Gender
Pay Gap 18.75%

Median
Gender
Pay Gap 12.77%

Mean
Bonus
Pay Gap 44.21%

Median
Bonus
Pay Gap 36.10%

Proportion of Men and
Women Receiving
Bonuses



Gender
Distribution
Across Pay
Quartiles

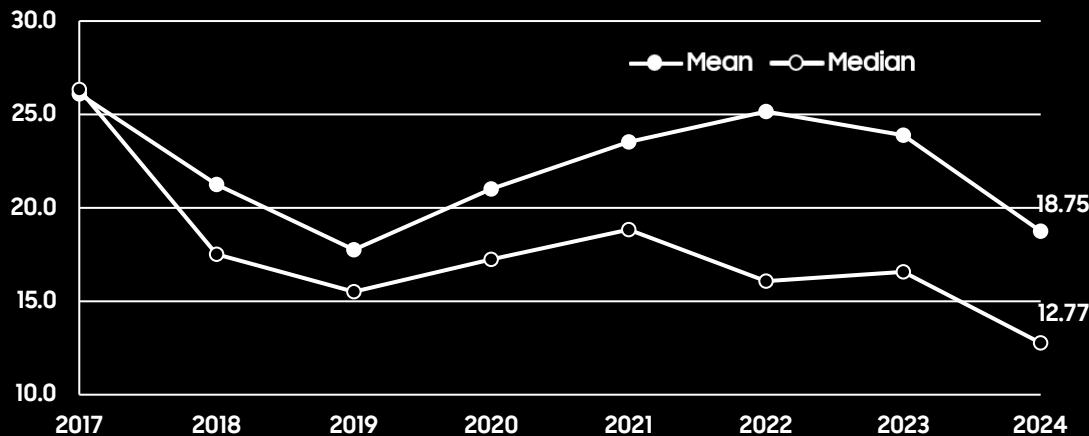
Lower Quartile	45.48% women	54.42% men
Lower Middle Quartile	35.03% women	64.97% men
Upper Middle Quartile	30.95% women	69.05% men
Upper Quartile	22.79% women	77.21% men

Our data journey

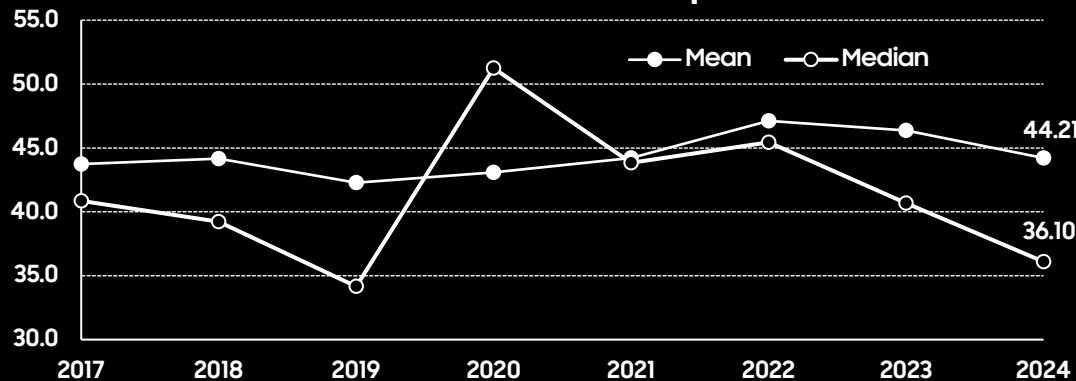
The data shows the disparity in the gender distribution of Samsung UK's workforce, with a lower representation of women compared to men.

However, we are encouraged by the positive trajectory, as the percentage of female employees has increased from 29.32% in 2020 to 33.56% currently.

Gender Pay Gap



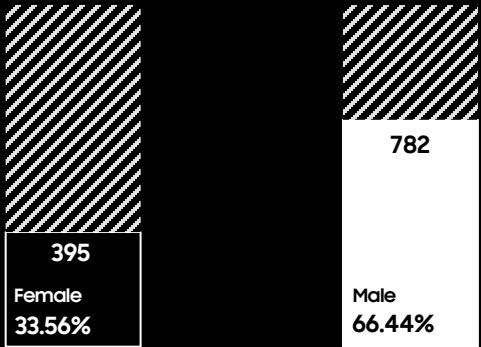
Gender Bonus Gap



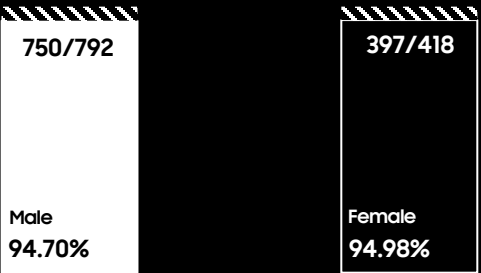
Our hourly pay

	Median	Gap	Mean	Gap
Female	£38.13	12.77%	£39.21	18.75%
Male	£43.71		£48.26	

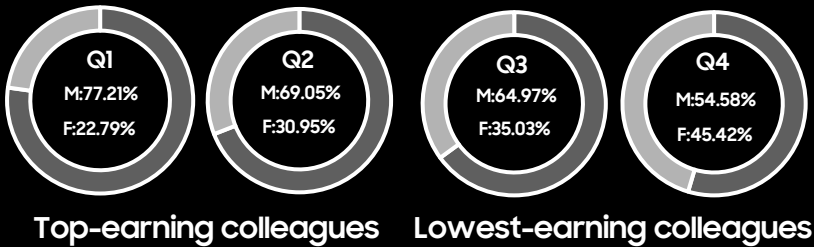
Colleagues in scope



Percentage of colleagues receiving a bonus



By pay quartile



At Samsung UK we recognise that closing the gap is a long-term endeavour; we are dedicated to making meaningful impact through intentional and consistent actions. Our goal is to reduce the gender pay gap and ensure that all employees have equal opportunities to succeed and contribute fully to our company.

Closing the gap

Talent Acquisition Practices

We ask all hiring managers to complete inclusive hiring training prior to starting the recruitment process. Since introduced in 2022, 94% of all hiring managers have completed this. We are committed to striving for an equal gender split of candidates for all vacancy shortlists and measure our gender diversity throughout our interview processes. The 2024 data shows us that our gender split at 1st stage interview is 43% female, and 44% of people hired were female. We have improved the way we capture applicants' diversity data, allowing us to identify and address where bias lies within the recruitment process. We continue to run bi-annual briefings with our recruitment agencies on our DEI strategy, ambitions and activity with the aim to increase the diversity of applicants.

We encourage more applicants into sales positions through sharing our colleagues' stories internally and externally, demystifying what a sales role within Samsung looks like and role-modelling existing female colleagues in sales roles. To encourage an even playing field for all candidates, we do not ask candidates their pay history when applying for a role.

Textio – Job Descriptions

This system, which provides language insights, gives our Talent Acquisition Team up-to-date inclusive and aligned language guidance for job descriptions. On average our score is 86 out of 100 which is higher than our competitors.

Talent Development Programmes

We actively promote equal access to our leadership development programmes ensuring balanced gender representation, and work closely with our women's ERG, supporting access to dedicated learning resources, platforms and mentorship programmes.

Emerging Talent Programmes

At Samsung UK, we are actively involved in helping shape the tech industry through initiatives that aim to inspire and encourage more females to seek careers within the sector, playing an active role in helping ensure greater gender diversity for future generations. Our Graduate, Placement & Apprenticeship programmes are gender diverse with 50% of our roles filled by female candidates.

Nevertheless, we recognise the need for more substantial progress and are committed to accelerating this trend through targeted initiatives and strategies aimed at fostering a more inclusive and diverse workplace.

Inclusion at Samsung

Colleague Community

Samsung UK's Employee Resource Groups (ERGs) and Affinity Groups play a vital role in fostering a diverse, inclusive, and supportive work environment. These groups provide a platform for employees to connect with like-minded individuals, share experiences, and collaborate on initiatives that promote diversity, equity, and inclusion.

By empowering employees to drive change and support one another, Samsung's community groups help create a sense of belonging and enhance employee engagement.

Through these groups, colleagues have access to mentoring, webinars, awareness opportunities and training, enriched by external partnerships with Allbright, Women@Tech and #ChangeTheFace.

Samsung UK demonstrates its commitment to valuing and leveraging the unique perspectives and strengths of its diverse workforce, ultimately driving innovation and personal & business growth.



True Ability



Women@Tech

Hybrid Working

Samsung's Hybrid Working Policy balances productivity, flexibility, and colleague wellbeing. By allowing colleagues to work from home for two days a week, Samsung demonstrates its commitment to fostering a healthy work-life balance, reducing commuting stress, and promoting a more sustainable work environment. This policy not only enhances employee satisfaction and retention but also enables Samsung to attract top talent from diverse locations. By embracing this hybrid model, Samsung sets a positive example for the industry, showcasing its dedication to innovation and people-centric practices.

Leave Policies

We are proud to offer a package of generous paid leave and benefits, and are always looking for new ways to positively support employees through our policies; we have reduced the eligibility of enhanced pay for all family friendly policies to qualify effective post probation. We also offer flexibility for all employees, including flexible working hours to adjust their work & life schedules accordingly.

Employees are entitled to:

- 52 weeks maternity leave with 6 months full pay and bonus eligibility
- Up to 4 weeks company enhanced paternity leave
- Up to 50 weeks shared parental leave
- Up to 10 study days
- 13 weeks full pay sick leave

We also have up to an additional 20 full pay 'absence days' for our partner colleagues, to support with prioritising health & wellbeing over financial concern.

Work-Life at Samsung

Maintaining a healthy work-life balance is crucial for the overall wellbeing of our colleagues. Along with paid leave, Samsung's Hybrid Working Policy balances productivity, flexibility, and colleague wellbeing, promoting a more sustainable work environment and enhancing employee satisfaction.

We foster an inclusive tech environment by integrating diverse DEI efforts into our operations and products. The 'Samsung Pioneers' initiative launched across Europe in October 2020, to promote gender equality and bring positive workplace changes to the industry through open forums, surveys, and media promotions.

In the spotlight

Samsung Pioneers

This year we've continued 'getting comfortable with the uncomfortable' through our Samsung Pioneers external platform, which exists to create conversations and drive positive change in the DEI space through campaigns, conversations, events and industry reports.

By tackling topics such as gender bias, accessibility and culture bias in the workplace, Samsung Pioneers aims to break down bias barriers and encourage a more inclusive culture in the workplace. This year, we focus on bias through a different lens, with our 'The Fine Line' campaign, igniting conversations on name bias, the personal significance of our names, and the challenges faced by individuals with culturally distinct names in the workplace. This campaign was recognised by Korea as a leading global DEI Campaign in 2024.

For UK Disability History Month in 2024, in collaboration with the London Design Festival and inclusive architect Amy Francis-Smith, we also launched *Design for All*, a research-driven campaign tackling the product accessibility challenges disabled people face. We highlighted the moral imperative of better inclusive design and the untapped commercial potential of the '*Purple Pound*' that businesses may be overlooking.

Corporate Social Responsibility (CSR)

We are committed to equipping the next generation with the skills they need for a future, one where we know technology will continue to play a pivotal role.

Through educational programmes such as Solve for Tomorrow, we continue to encourage young people to connect with the industry and open up opportunities for them to explore their own 'tech for good' ideas. We are working with partners such as National Schools Partnership to engage over 1,000 schools, colleges and universities every year and our proud partners of Social Mobility Foundation and InnovateHer to support participation from underrepresented communities.

- For 11-15 year olds, Solve for Tomorrow offers free online safety, STEM careers and design thinking challenge resources for teachers to use in the classroom. Over the past 4 years, the initiative has reached nearly 1 in 3 secondary schools in the UK.
- For 16-25 year olds, Solve for Tomorrow offers opportunities for young people to enter their own tech for good idea to an annual competition to win funding and support to bring them to life by learning from industry experts and being mentored by Samsung colleagues.
- We regularly invite schools to our offices to host career talks and share insights into work-life at Samsung and encourage all of our colleagues to deliver career sessions at their old school or local schools through our 'Back to School' programme.

"A diverse workforce in the tech industry is absolutely critical to better innovation. We hope that our programmes such as Solve for Tomorrow can help more young people - regardless of their background - to feel better connected to the tech world and a place where they can see a future for themselves. There is so much we can do to solve some of today's biggest societal issues with tech and this future relies on how we empower and support the next generation."

Jessie Soohyun Park

Head of Corporate Social Responsibility

In the spotlight



"As we continue to strive for a more diverse and inclusive workforce, I am proud of the progress we have made in addressing the gender pay gap at Samsung, and confirm the information in this report is accurate.

"We have made significant strides in creating a more diverse and inclusive workforce, where every individual has the opportunity to thrive and succeed: This is not just a matter of principle, it is a fundamental aspect of our values and our vision for a better future.

"While we acknowledge that there is still work to be done, I am confident that our collective efforts will lead to meaningful change and a brighter future for everyone. Our regular reporting on pay equity, including the Gender Pay Gap Report, is a testament to our dedication to creating a fair and equal environment for all employees. By shining a light on this critical issue, we are sending a powerful message that we will not tolerate inequality or injustice.

"Together, we can build a brighter future – one that is shaped by the boundless potential of collective imagination and innovation. Let us be the leaders, the pioneers, and the change-makers who shape the world of tomorrow. Thank you."

Ben Yoon

President & CEO – UK & Ireland
Samsung Electronics UK Ltd.