

## UK Gender Pay Gap Report 2025

### 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 over 100 years ago. Today, NSK employs more than 24,000 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.

In the UK, NSK employs over 600 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. Our HR professionals across the business ensure that recruitment, pay and promotional 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.

In 2020, NSK Europe launched its 'Women in Business' initiative to help support and encourage women within the business to realise their potential. This has seen events held to understand why the gap exists and ways to address it, as well as celebrating the differences between men & women in the workplace, and raising the confidence and aspirations in female employees. NSK Europe, along with NSK Americas, celebrates International Women's Day each year with an online event.

#### Pay quartiles across UK employees

National Gender Pay Gap - All employees	12.80%
NSK Median Gender Pay Gap UK	9.70%
NSK Mean Gender Pay Gap UK	-3.66%

#### Proportion of all UK employees receiving a bonus

Men	7%	Women	10%
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#### Bonus difference between women and men

Bonus	Mean	Median
	20%	12%

