

# Sony UK Technology Centre Limited

Gender Pay Report 2025-26



## Preface

Sony UK Technology Centre Limited (UK TEC) became an independent legal entity in 2025. Prior to this, UK TEC's gender pay data was reflected in the wider Sony Europe B.V. report, which also incorporated multiple other sites including European HQ functions in Weybridge and Basingstoke in the UK.

This is the first independent Sony UK Technology Centre Limited Gender Pay report, which we will continue to communicate annually moving forward.

## Our approach

At Sony UK Technology Centre (UK TEC), we foster a culture of diversity, where all employees have equitable opportunities to thrive. A diverse team ensures we have different backgrounds, perspectives, and experiences that enrich our organisation and fuel creativity and innovation.

**We are proud to report that all our team players, regardless of race, ethnicity, national origin, religion, beliefs, (dis)ability, gender, gender identity, sexual orientation, age, socioeconomic status, language or other parts of their identities, are paid equally for the same or similar jobs, or work of equal value. This is ensured through various policies and initiatives, including but not limited to:**

- Fair Recruitment practices
- Equitable access to learning & career development opportunities
- A formal salary review process which can be initiated by all Sony UK TEC team players at any time
- Annual benchmarking activities against other business in our geographical area, both within our industry and beyond
- All operational job roles in our direct manufacturing environment are organised in 'categories', where all team members receive equal pay in accordance with the category to which their job role belongs

## Looking ahead

At UK TEC we remain committed to continue fostering a culture of diversity, where all employees have equitable opportunities to thrive. By championing meaningful initiatives and holding ourselves accountable, we are committed to building an equitable, inclusive and sustainable future for all.

I confirm that the information and data reported in this document are accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the Equal Pay regulations within the Equality Act 2010.

### Rob Wilson

Managing Director  
Sony UK Technology Centre Ltd



**“Gender pay gap” data**

In the UK, “Gender pay gap” reporting is a mandatory requirement for employers with 250 or more employees, including private, public, and voluntary sector organizations. The “Gender pay gap” data does not reflect unequal pay for equal work but rather aims to highlight any differences in average pay between all men and women in a total workforce.

**Who Must Report**

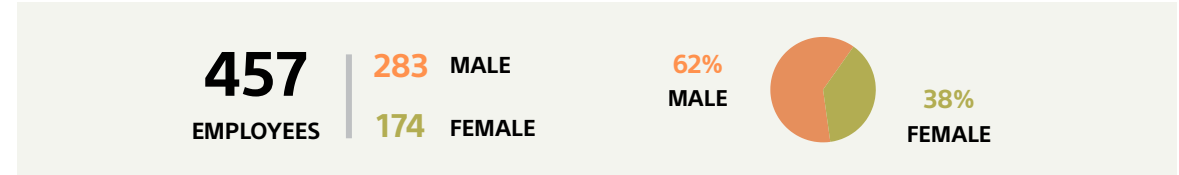
Employers with 250+ employees, including private, public, and voluntary sector organizations.

**Purpose**

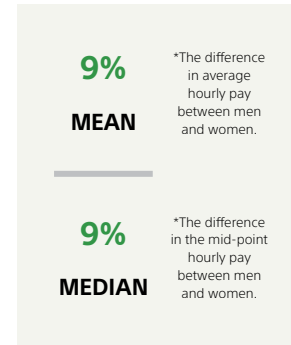
This report aims to help identify structural barriers to career progression based on gender, and encourages companies to create action plans to close any potential gap. It does not reflect unequal pay for equal work, which is unlawful.

At Sony UK Technology Centre Limited, the data reflects the industry-wide challenges related to gender representation in certain job functions in the UK. Local universities which form part of the direct talent pipeline to the business still report an imbalance of only 35% of STEM (Science, Technology, Engineering & Maths) students being female. This statistic also aligns with the UK-wide data which suggests that STEM subjects in higher education are currently dominated by male students. On the next page of this report we have detailed some of the initiatives we’ve undertaken and continue to evolve to challenge this, and help make a difference to the talent pipeline in our industry.

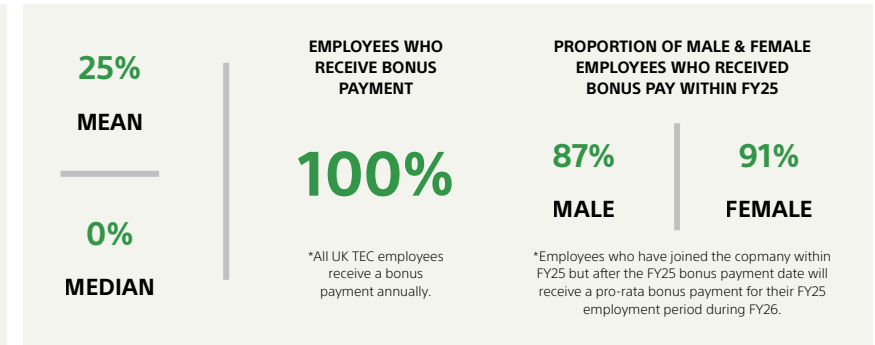
**WORKFORCE PROFILE**



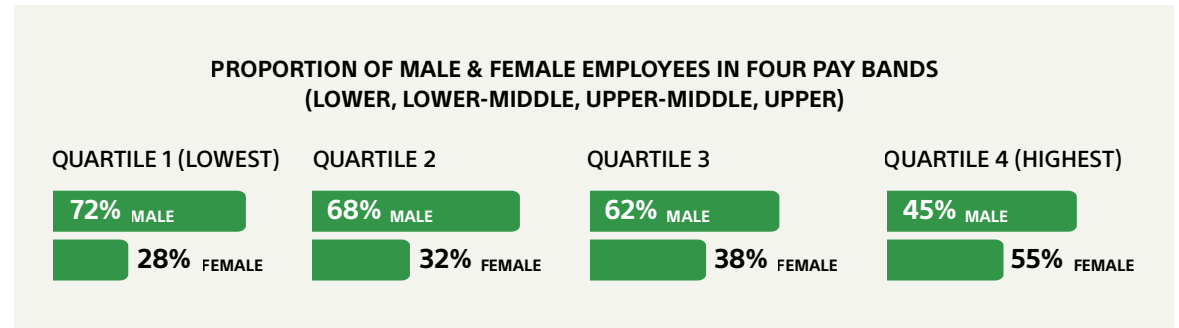
**GENDER PAY**



**BONUS PAY**



**QUARTILES**



## Other ongoing activities through which we continually build an equitable, inclusive and sustainable work culture

### INSPIRING FUTURE TALENT & EARLY ENGAGEMENT

- Encouraging and inspiring the next generation through STEM engagement with local secondary schools, particularly targeting 14-16-year-old female students. Regular student visits to our site include talks from female apprentices and graduates sharing their career journeys.
- Expanding our diverse talent pool by actively promoting opportunities and raising awareness to attract individuals from a wide range of backgrounds and nationalities.

### INCLUSIVE RECRUITMENT & FAIR HIRING PRACTICES

- Implementing purposeful talent acquisition strategies, including the use of augmented writing software to eliminate biased or gendered language in job descriptions and communications.
- Providing interview training for managers focused on unconscious bias to ensure fair and inclusive hiring decisions.

### LEADERSHIP REPRESENTATION & TALENT DEVELOPMENT

- A step increase in female representation at executive level, driven by long-term reflection and improvement of our development practices.
- Ensuring leadership, technical, and apprenticeship programmes are gender-balanced to create a diverse pipeline for future leadership roles.
- Delivering diversity initiatives such as "Empowered Women Empower Women", alongside mentoring, coaching, and leadership programmes to support progression.

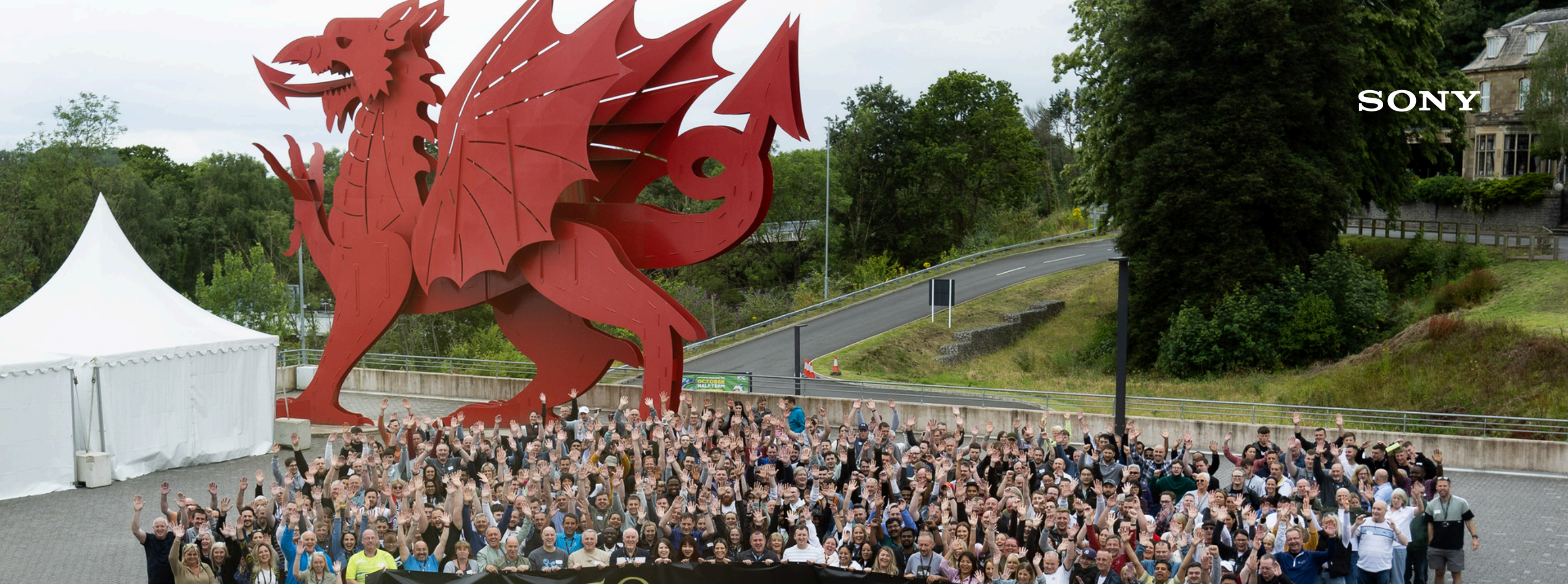
### WORKPLACE CULTURE, VOICE & INCLUSION

- Promoting open communication through forums such as breakfast clubs, our employee consultation group "Our Voice", and Union engagement, ensuring all perspectives are heard.
- Supporting employee voice through HR policies and an Employee Assistance Programme (EAP), including resources tailored to women at different life stages.
- A menopause policy, as well as management training on best practices, and further resources to help managers support diverse teams.

### FAMILY SUPPORT & WELLBEING INITIATIVES

- Evolving family-friendly policies, including flexible working arrangements and phased returns from maternity leave.
- Providing complimentary, educator-lead 'Forest School' holiday clubs at our premises during school holiday periods to support working parents, enabling greater flexibility and reducing wellbeing pressures related to childcare.

SONY



# Find us online

## WEBSITE

<https://www.sonypencoed.co.uk/>

## LINKED IN

[Sony - UK Technology Centre](#)

## FACEBOOK

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