



## TRUMPF Laser UK Ltd.

4 Wellington Park, Tollbar Way, Hedge End  
Southampton SO30 2QU, UK

### Gender Pay Gap Statement 2020

The 2020 Gender Pay Gap Analysis for TRUMPF Laser UK Limited, formerly SPI Lasers UK Limited, is as follows:

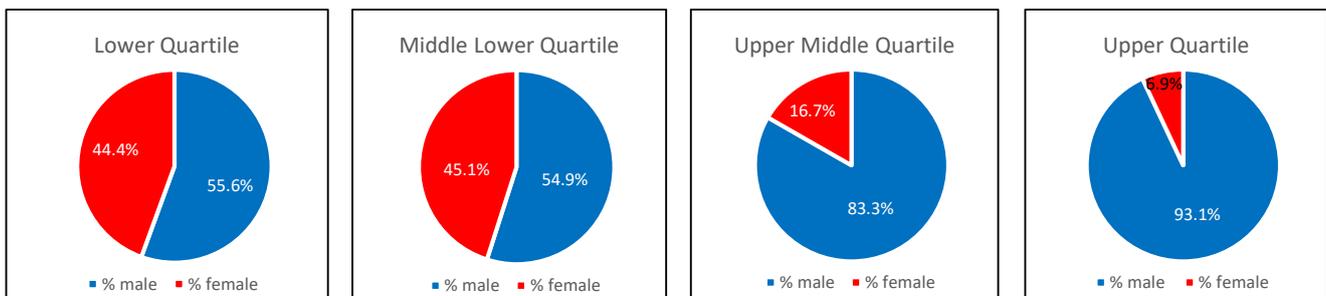
Data	April 2020
Mean gender pay gap	35.9%
Median gender pay gap	31.1%
Mean bonus gender pay gap	97.4%
Median bonus gender pay gap	98.0%
Proportion of men receiving a bonus payment	20.4%
Proportion of women receiving a bonus payment	16.0%

This indicates that the Gender Pay Gap has increased in the last year. TRUMPF Laser UK Limited operates in a high-tech industry, designing, developing and manufacturing fibre lasers. The gender pay analysis reflects the high proportion of men to women employees in technical, engineering and manufacturing roles within the business, exacerbated by the difficulty in recruiting female engineers into our industry.

When comparing the pay between men and women doing the same or similar jobs, detailed analysis of the data confirms that there is virtually no difference in the pay between men and women, particularly in production roles in the lower and middle lower quartiles where the proportion of women and men is more equal.

The high gender pay gap in bonus pay is due to a combination of the low number of bonus eligible employees in the company, which are for roles in the upper quartile by pay band, and that no women are currently occupying roles that are bonus eligible. The increase in the proportion of people receiving a bonus payment compared to the previous year is due to a higher proportion of employees receiving Long Service Awards in this period which have to be included in this analysis.

The following charts show the proportion of male and female employees in each quartile pay band:



Directors:  
Dr. Mark Greenwood (CEO)  
Mr. Thomas Reinauer (CFO)  
Dr. Malcolm Varnham (VP IP)  
Mr. Graham Parsons (HR Director)

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This analysis per quartile confirms that there is a very high proportion of men in the upper quartile within the business which is consistent with the gender pay gap.

TRUMPF Laser UK Limited is an equal opportunities employer with career opportunities, recruitment and promotion all based on merit. We continue to provide paid internships to encourage young people, both male and female, in to engineering careers and we actively support national and local initiatives to increase the proportion of women taking STEM subjects and entering engineering in the future.

We also offer flexible working arrangements and other family friendly policies to actively support women develop their careers within our business and ultimately seek to employ more women in senior roles, including flexible hours and part-time working.

Finally, we confirm that this data is correct and accurate, having been calculated based on the data for the 287 UK employees as at 5<sup>th</sup> April 2020.

Graham Parsons  
HR Director  
December 2020