



**TRUMPF Laser UK Ltd.**

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www.trumpf.com

**Gender Pay Gap Statement 2021**

The 2021 Gender Pay Gap Analysis for TRUMPF Laser UK Limited is as follows:

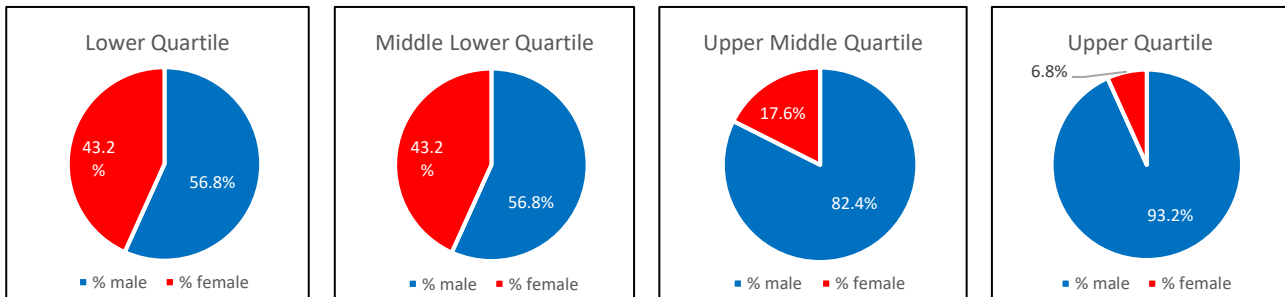
Data	April 2021	April 2020
Mean gender pay gap	34.0%	35.9%
Median gender pay gap	28.4%	31.1%
Mean bonus gender pay gap	67.2%	97.4%
Median bonus gender pay gap	0.0%	98.0%
Proportion of men receiving a bonus payment	95.3%	20.4%
Proportion of women receiving a bonus payment	93.9%	16.0%

This indicates that the gender pay gap, although still at a high level, has decreased in the last year, both in terms of the mean and median calculation. TRUMPF Laser UK Limited operates in a high-tech industry, designing, developing, and manufacturing fibre lasers and the high absolute numbers in the gender pay gap are indicative of the high proportion of male to female employees in senior scientific, 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 gender pay gap in bonus pay has decreased this year following a one-off bonus payment that recognised and thanked employees for their contribution and support to keep the business running and productive through the covid pandemic. The high proportion of employees that received the one-off bonus payment resulted in the median bonus pay gap being 0%. The one-off bonus payment also contributed to a reduction in the mean bonus gender pay gap which remains high because the number of bonus eligible employees in the company is limited to a small number of roles in the upper quartile pay band that are mainly occupied by men.

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 and upper middle 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 and apprenticeships to encourage young people, both male and female, into 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, including flexible hours and part-time working, to actively support women to develop their careers within our business and we ultimately seek to employ more women in senior roles.

Finally, we confirm that these data are correct and accurate, having been calculated based on the data for the 296 UK employees as at 5<sup>th</sup> April 2021.

Graham Parsons  
HR Director  
January 2021