



TRUMPF Laser UK Ltd.

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www.trumpf.com

Gender Pay Gap Statement 2022

The 2022 Gender Pay Gap Analysis for TRUMPF Laser UK Limited is as follows:

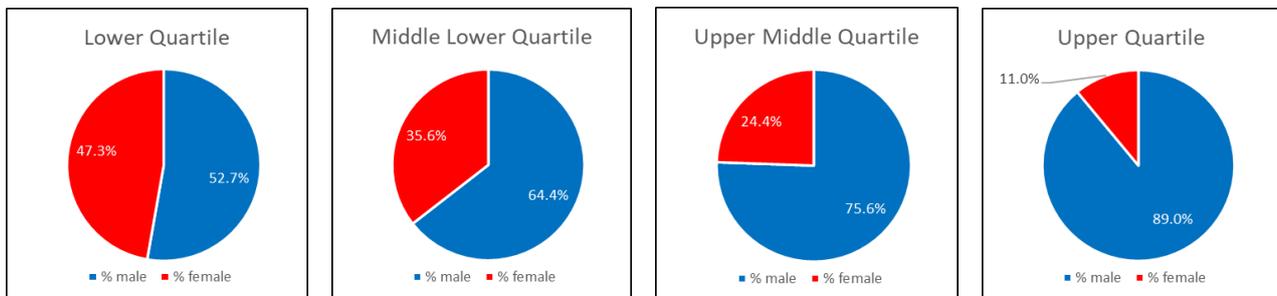
Data	April 2022	April 2021
Mean gender pay gap	31.4%	34.0%
Median gender pay gap	29.5%	28.4%
Mean bonus gender pay gap	92.8%	67.2%
Median bonus gender pay gap	-11.8%	0.0%
Proportion of men receiving a bonus payment	18.4%	95.3%
Proportion of women receiving a bonus payment	18.7%	93.9%

This indicates that the mean gender pay gap, although still at a high level, has decreased by nearly 3 percentage points. This is mainly because the proportion of women in both the Upper Quartile and Upper Middle Quartile increased significantly compared to 2021. 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 continues to confirm 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 mean bonus gender pay gap is 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 increase in the mean bonus gender pay gap compared to the previous year is also because there has not been any one-off payments made to the majority of employees as there was in 2021 to thank staff for their support through the covid pandemic.

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. This proportion has however changed significantly compared to 2021 with the number of women in the upper middle quartile increasing from 17% to 24% and in the upper quartile from 6% to 11%. This indicates that a higher number of female staff are now occupying senior positions in the organisation.

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 362 UK employees as at 5th April 2022.

Graham Parsons
HR Director
January 2022