



## TRUMPF Laser UK Ltd.

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[www.trumpf.com](http://www.trumpf.com)

### Gender Pay Gap Statement 2023

The 2023 Gender Pay Gap Analysis for TRUMPF Laser UK Limited is as follows:

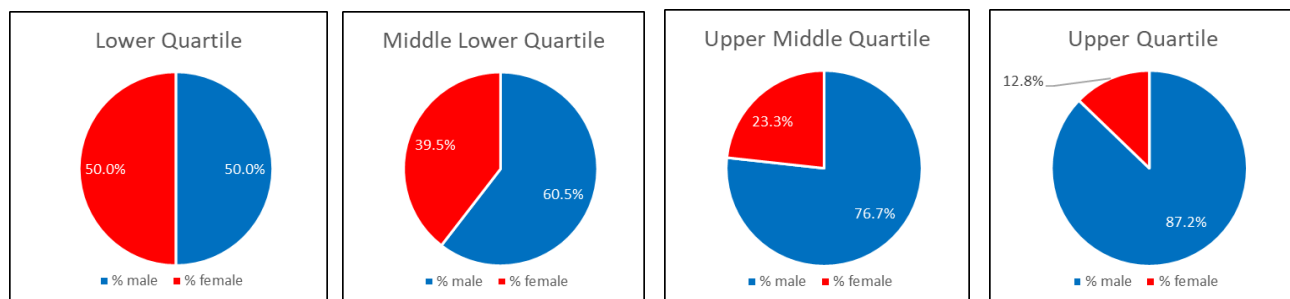
Data	April 2023	April 2022
Mean gender pay gap	31.3%	31.4%
Median gender pay gap	29.9%	29.5%
Mean bonus gender pay gap	93.8%	92.8%
Median bonus gender pay gap	52.9%	-11.8%
Proportion of men receiving a bonus payment	20.8%	18.4%
Proportion of women receiving a bonus payment	15.7%	18.7%

This indicates that the mean gender pay gap has remained flat compared to the previous year. 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 following charts show the proportion of male and female employees in each quartile pay band:



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. The proportion of women in the lower quartile and lower middle quartile has increased compared to 2022 from 47% to 50% and in the lower quartile and from 35% to 39% in the lower middle quartile. This contrasts to the number of women in the upper quartile and upper middle quartile which has remained consistent with the previous year.

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 344 UK employees as at 5<sup>th</sup> April 2023.

Graham Parsons  
HR Director  
January 2024