

ASM Assembly Systems Weymouth Ltd & ASM Assembly Systems Holding Ltd Gender Pay Gap Report 2017

At ASM we are committed to attracting an inclusive and diverse workforce. The gender pay gap measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. Our gender pay gap highlights that we have a higher percentage of men in the more senior positions and is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. Evidence suggests that at ASM we meet our equal pay obligations.

Pay & Bonus Gap

	Difference Between Men & Women	
	Mean	Median
Hourly Fixed Pay	18.5%	18.6%
Bonus Paid	41.89%	28.3%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2017, i.e. for the 2016 performance year.

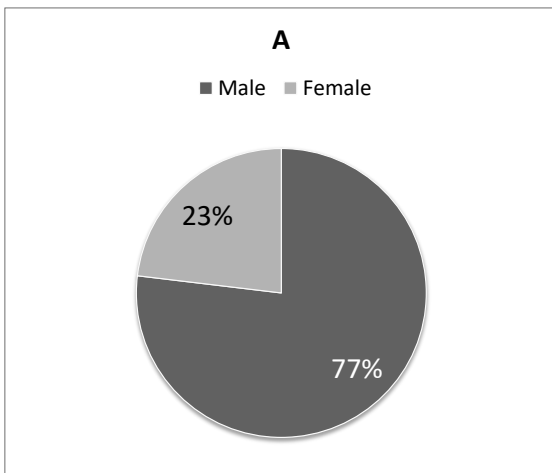
The hourly fixed pay is broadly in line with organisations in the same sector and industry.

Proportion of Colleagues Awarded a Bonus

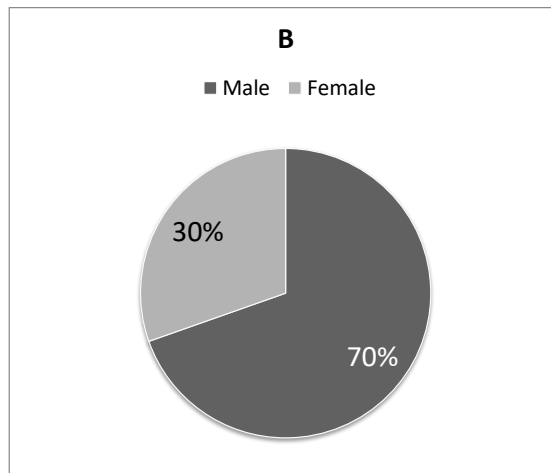


All eligible employees receive a bonus. Reason for ineligibility include start date or ongoing disciplinary.

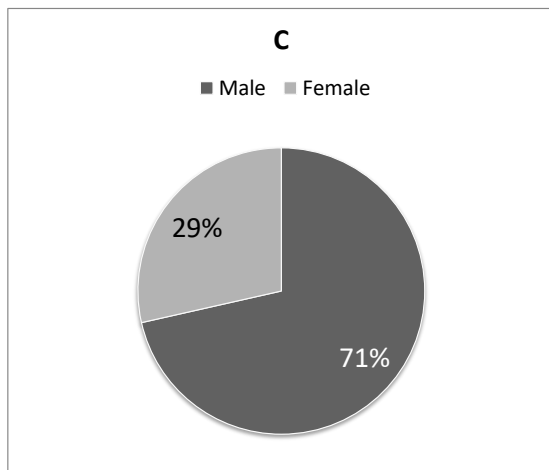
Pay Quartiles



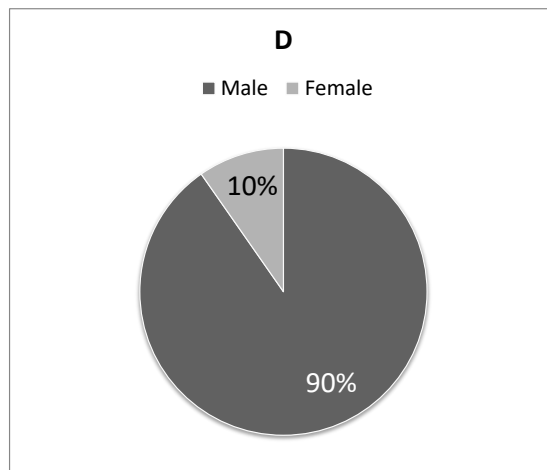
A includes all employees whose standard hourly rate places them at or below the lower quartile.



B includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.



C includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.



D includes all employees whose standard hourly rate places them above the upper quartile.

Background and Industry Specific Data

We know that our industry sector has predominantly appealed to a much higher number of males than females and so we are working with schools and universities to raise awareness of what a career in Engineering could be like.

The latest statistics show that at GCSE stage the balance of males to females opting for STEM subjects is fairly equal, but this drops significantly throughout A levels and then resulting in only 25% of core STEM subject graduates being female. Our company gender split reflects this, as only 22% of our staff are female

What ASM is Doing to Tackle the Gender Pay Gap

Whilst the industry data suggests that ASM's gender pay gap is broadly in line with similar organisations throughout the UK, we are active in working to close the gap. We have already introduced some policies and working practises that will benefit women more specifically, and we have plans to move forward on a number of initiatives.

Greater Flexibility: ASM has introduced a flexitime policy, increasing the level of flexibility of when and where hours are worked.

Influencing Women's Career Choice: ASM's industry sector has historically attracted a greater number of male recruits to roles that predominantly require STEM skills. Due to high levels of retention, there is little staff turnover. ASM has been working to build links with local schools, colleges and universities to influence career choice for women in order to increase the number of women leaving education with STEM-related qualifications that suit our business needs.

Introducing Enhanced Maternity Pay: ASM has conducted a benefits review and is introducing enhanced maternity pay, going above and beyond typical maternity pay in the sector and geographic location.

At ASM, we understand the challenges in eliminating the Gender Pay Gap in our industry, and we are fully on board with taking actions to do this. Our aims are to continue to encourage, develop and retain a greater number of women and so have set an ambitious target of reducing the gap by 5% by 2020. (i.e. to below 14%)

I confirm that this document contains true and accurate information.

***Jon Maloney
Vice President Production Line Innovation Centre, Weymouth***