

**ASM Assembly Systems Weymouth Ltd & ASM Assembly Systems UK Holding Ltd**

**Gender Pay Gap Report 2018**

Here at ASM Assembly Systems Weymouth Limited & ASM Assembly Systems UK Holding Limited (ASM), we strive to ensure that we attract and retain a diverse and inclusive workforce. Historically the engineering manufacturing sector has appealed to a much higher number of males than females, which is demonstrated in our average length of service being 9.8 years. Over the last 12 months we've been taking pro-active steps to alter our recruitment and attraction methods to continue to make us a more attractive proposition to our future talent. The following report explains the steps we've taken and details the statistics we must legally report on.

The gender pay gap measures the difference between the average earnings of all male and female employees, irrespective of their seniority or role within the business. Within the UK the percentage of females employed in manufacturing industries is 25.5%<sup>1</sup>. Our workforce is 22% female. Therefore, it is not surprising that our gender pay gap highlights that we have a higher percentage of men in the more senior positions.

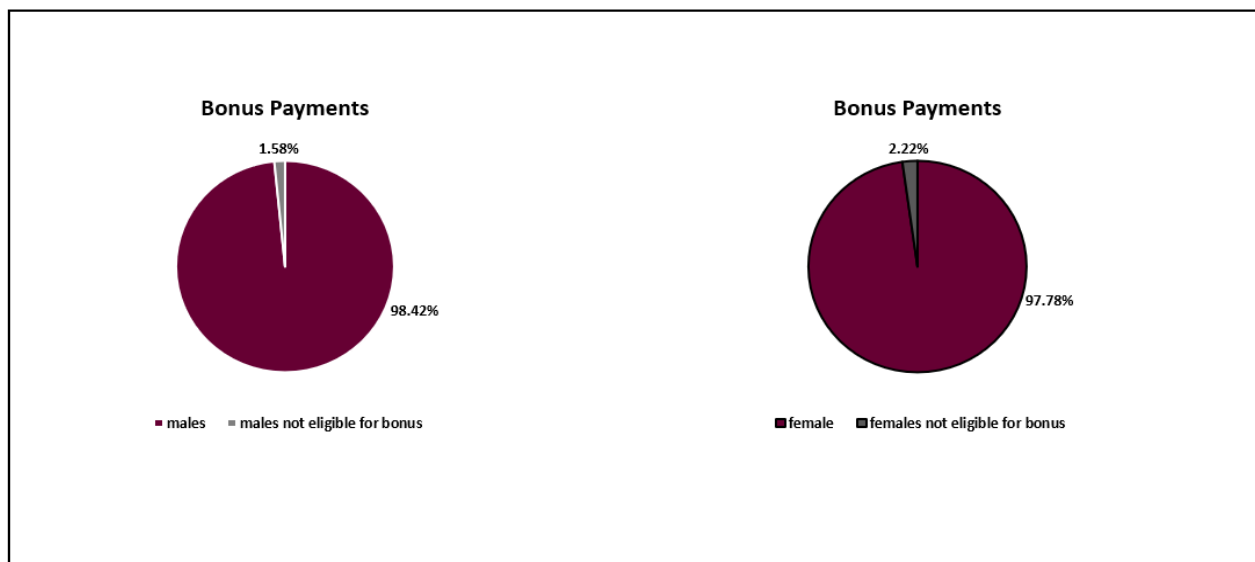
**Pay and Bonus Gap**

Table 1 below shows ASM's overall mean and median gender pay gap based on hourly rates of pay for the 'snapshot' date (5 April 2018). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2018 (that is the performance year ending 31 December 2017).

**Table 1: Difference between males and females**

	Mean	Median
<b>Hourly fixed pay</b>	17.89%	15.65%
<b>Bonus Paid</b>	43.87%	16.37%

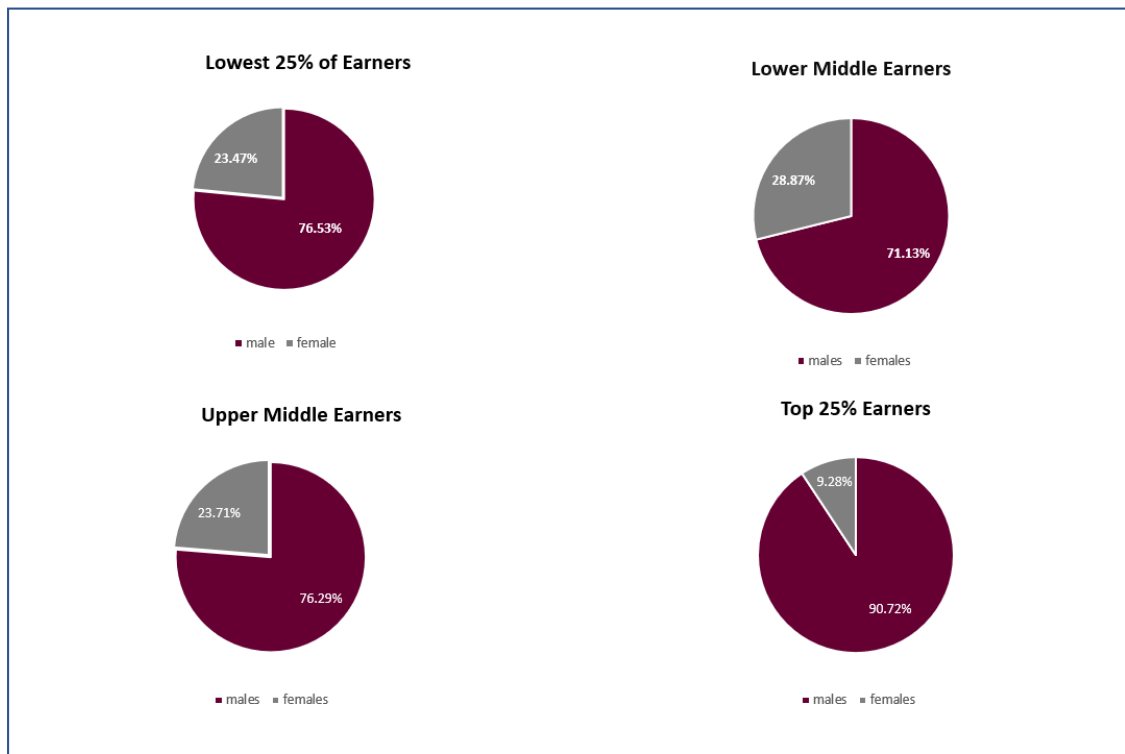
**Proportion of workforce awarded a bonus**



A very small percentage staff included in this analysis did not receive a bonus as their employment commenced after the bonus year ended on 31 December 2017 (but prior to the snapshot date 5 April 2018).

<sup>1</sup> ONS data April to June 2018

## Pay Quartiles



### What has already changed?

Since our last report, we have taken active steps to narrow the Gender pay gap in that we:

- We continue to work with our recruitment partners to remove any likelihood of recruitment bias from our interview processes, and where possible to try and ensure a 50/50 applicant gender split.
- An enhanced maternity policy is now available to our workforce. This goes above and beyond government guidelines, giving our employees greater financial security during maternity leave; typically, our maternity pay is better than our competitors in our business sector and geographical location.
- Introduced a Flexitime policy increasing the level of flexibility of when and where our staff work.

### What is planned

Part of ASM's strategy for 2020, is to reduce the gender pay gap by 5%. The reality is that pay gaps are not influenced by gender alone: it is also affected by age, part-time work, flexibility and how long people have been in their roles as well as helping our workforce understand how they can develop in their careers. So, to address this:

- Our focus for 2019 is implement a job framework for our workforce. The goal is for our entire workforce to know how they can develop their careers better.
- We continue to work closely with local schools/colleges and more widely with Universities to raise awareness of what a career in Engineering could offer the future workforce.
- We're also looking at how we can better predict the needs of our workforce through better workforce planning, and to provide options for those who want to ease into retirement in the near and long term.
- We will be reviewing our benefits portfolio to ensure it is one which our workforce truly values.

I confirm that this document contains true and accurate information.

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