

Gender Pay Gap Statement 2019

The 2019 Gender Pay Gap Analysis for SPI Lasers UK Limited is as follows:

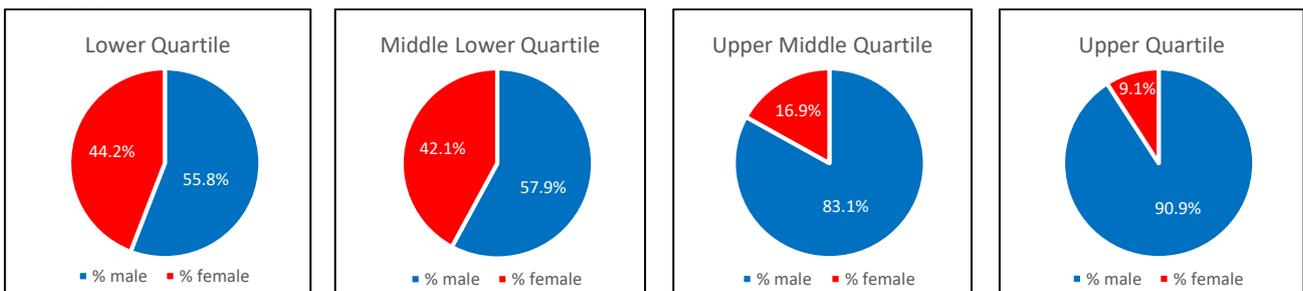
Data	April 2019
Mean gender pay gap	34.9%
Median gender pay gap	28.5%
Mean bonus gender pay gap	100%
Median bonus gender pay gap	100%
Proportion of men receiving a bonus payment	8.1%
Proportion of women receiving a bonus payment	0%

This indicates that the Gender Pay Gap has increased in the last year. SPI Lasers operates in a high-tech industry, designing, developing and manufacturing fibre lasers. The gender pay analysis reflects the high proportion of men to women employees in 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 high gender pay gap in bonus pay is due to the low number of bonus eligible employees in the company which are for roles in the upper quartile by pay band and that no women are currently occupying roles that are bonus eligible. The increase in the proportion of people receiving a bonus payment compared to the previous year follows the introduction of a management bonus plan in this period aimed at senior roles in the organisation to maintain the competitiveness of our compensation packages at this level.

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 within the business which is consistent with the gender pay gap.

SPI Lasers is an equal opportunities employer with career opportunities, recruitment and promotion all based on merit. We continue to provide paid internships to encourage young people, both male and female, in to 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 to actively support women develop their careers within our business and ultimately seek to employ more women in senior roles. For example, we increased the number of part-time employees by nearly 90% in the 12 months to April 2019.

Finally, we confirm that this data is correct and accurate, having been calculated based on the data for the 307 UK employees as at 5th April 2019.

Graham Parsons
HR Director
November 2019