
ASMPT SMT UK Gender Pay Gap Report

2026

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01. INTRODUCTION

At ASMPT, we are committed to fostering a diverse, equitable, and inclusive workplace. As part of this commitment, we are pleased to present our Gender Pay Gap Report, providing an overview of our current position and the actions we are taking to improve gender pay equity.

The data in this report reflects pay after salary sacrifice deductions, including pension contributions, as required by UK gender pay gap reporting regulations. Where employees make significant pension contributions through salary sacrifice, this can reduce the pay used in the calculations and may therefore influence the gender pay gap figures reported.

While we recognise the progress achieved to date, we also acknowledge that there is more to be done. We remain focused on creating a fair and inclusive workplace where all employees are valued, supported, and provided with equal opportunities to succeed.

CLOSING THE GAP

Recruiting staff

We are committed to ensuring our recruitment practices are fair, inclusive, and designed to attract a diverse range of candidates. As part of this, we continue to review and strengthen our processes to remove potential barriers and reduce bias at every stage of hiring.

We design job descriptions using open and inclusive language, with neutral job titles and a focus on essential requirements only. By reducing unnecessary “must-have” criteria and increasing our focus on desirable skills instead, we aim to encourage applications from individuals with a broader range of experiences and backgrounds.

We actively promote our vacancies through diverse channels and professional networks, including organisations such as Women in STEM and Women in Tech Dorset, to increase the diversity of our candidate pool and support greater gender balance across our workforce.

To reduce unconscious bias in candidate selection, we take a structured and consistent approach to CV screening. Where candidates are sourced externally, a standard CV template is used, and hiring decisions are based on a combination of relevant experience and role-specific competencies, rather than tenure alone.

Our interview process is designed to be fair, consistent, and evidence-based. Interview panels follow clear guidelines, with benchmark answers agreed in advance. All candidates are asked the same core questions in a consistent order, focused on assessing the skills and knowledge required for the role. Interviewers independently review and score responses before discussing outcomes collectively, and recruitment training is provided to managers on a periodic basis to reinforce best practice.

We also aim to create a supportive and transparent candidate experience. Candidates are encouraged to request reasonable adjustments at any stage of the recruitment process, and objective criteria are used to shortlist and assess candidates, ensuring that decisions are based solely on merit.



Developing and promoting staff

We are committed to supporting the development of our employees and enabling clear pathways for career progression across the business. This is achieved through a structured and consistent approach to performance, development, and communication.

We ensure that all employees:

- Understand the criteria used to measure their performance
- Participate in clear and effective annual goal setting
- Receive regular, constructive, and actionable feedback from their managers
- Have defined development plans where appropriate, with progress documented to support career progression
- Are encouraged to engage in open, two-way conversations about their development and future opportunities

Managers are supported with guidance on delivering meaningful feedback and facilitating development discussions, ensuring a consistent and fair approach across the organisation.

To further support career progression, we have introduced a tailored development programme for employees aspiring to move into management roles. This programme is actively supported by the UK Leadership Team, who promote participation, provide oversight, and share feedback to continually enhance its effectiveness.



Increasing transparency

We are committed to ensuring that our approach to pay, promotion, and rewards is transparent, fair, and consistently applied across the organisation.

To support this, we:

- Make all internal promotion and transfer opportunities visible and accessible to all employees
- Provide clarity on the processes used to make promotion decisions, sharing this information upon request to improve understanding and trust
- Maintain a clear policy outlining the bonus process, including eligibility criteria and how outcomes are determined
- Conduct an annual review of pay and reward to ensure alignment with business performance, market conditions, and internal equity

Through these measures, we aim to build confidence in our reward practices and ensure that employees understand how decisions are made and how they can progress within the organisation.

IV.

Supporting employees experiencing menopause

We are committed to creating a supportive and inclusive working environment for employees experiencing menopause and other menstrual health-related conditions. This includes ensuring access to appropriate support, guidance, and workplace adjustments.

To support employees, we:

- Provide access to occupational health advice, working with our occupational health provider to offer expert guidance on menopause and related conditions where appropriate
- Deliver training for managers, HR, and employees to improve understanding of menopause and ensure individuals are aware of the support available
- Actively promote menopause support through internal communication channels and intranet pages to increase awareness and accessibility

We also recognise the importance of practical workplace adjustments and, where appropriate, will support employees by:

- Offering flexible working arrangements, including working from home where practical
- Reviewing uniform requirements, including offering alternatives to close-fitting or synthetic fabrics, and ensuring a range of sizes to accommodate comfort needs
- Enabling appropriate dress options where employees wear their own clothing, such as lighter layers and natural fabrics
- Ensuring easy access to bathroom facilities and, where possible, adjusting workstations accordingly
- Providing good ventilation, access to cold drinking water, and quiet spaces for time away from the working environment
- Supporting flexible meeting arrangements, such as turning cameras off during virtual meetings or offering alternatives like walking meetings

Through these measures, we aim to ensure employees feel supported, understood, and able to perform at their best.

O3. HOW WE MEASURE THE GAP

All pay calculations are based on the relevant pay period that includes 5th April 2026, and bonuses from the previous 12 months. The data is for all UK-based relevant employees.

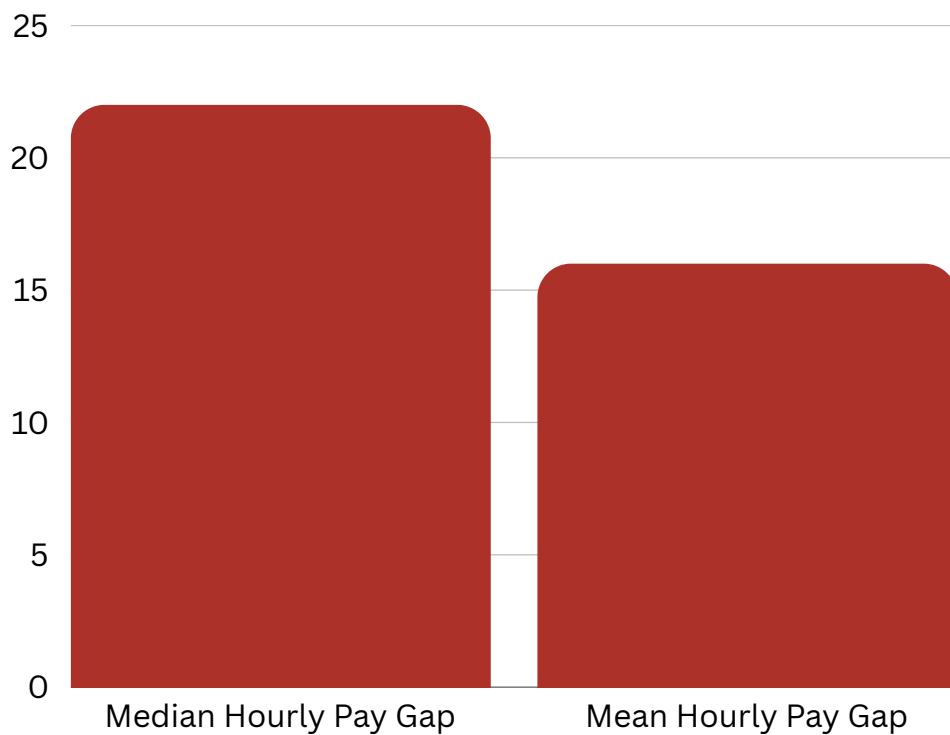
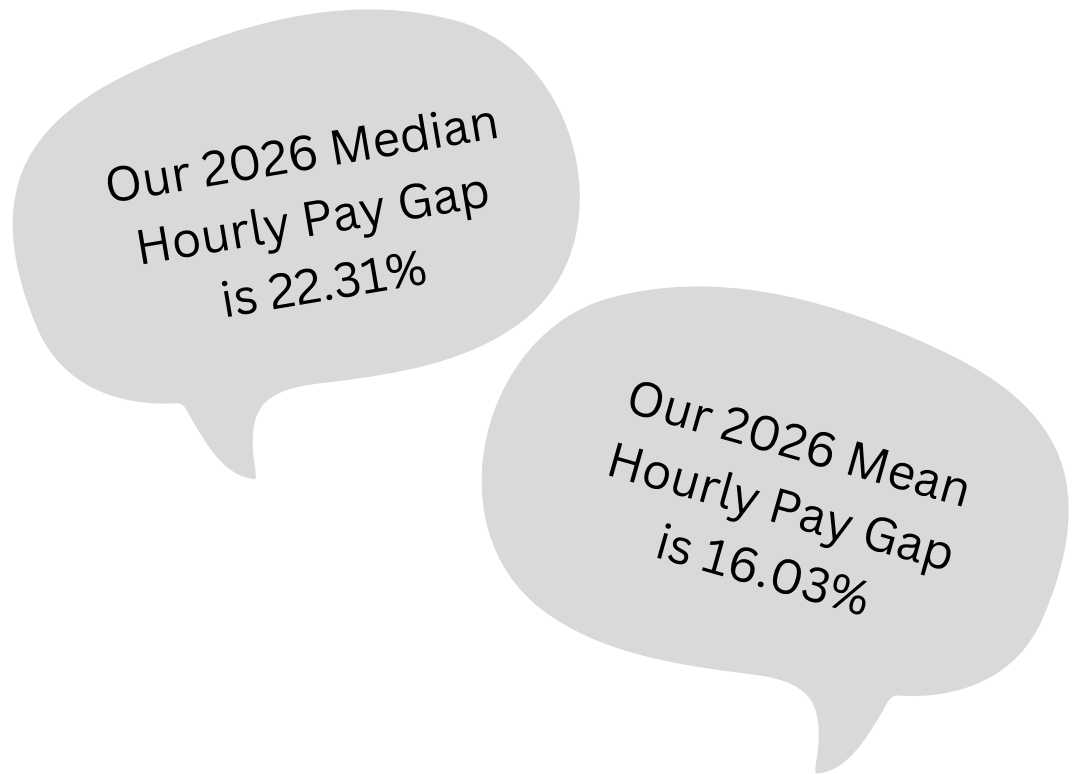
This does not include employees on reduced or nil pay, such as those on maternity pay, long-term sick leave, special leave, or those employed by an agency or individually contracted.

The gender pay gap is a comparative measure between the average pay (mean or median) pay of men and women. The calculation doesn't directly compare men and women doing the same job, but it does measure whether both are equally distributed across levels of seniority. This means that results can be affected by small volumes of high earners.

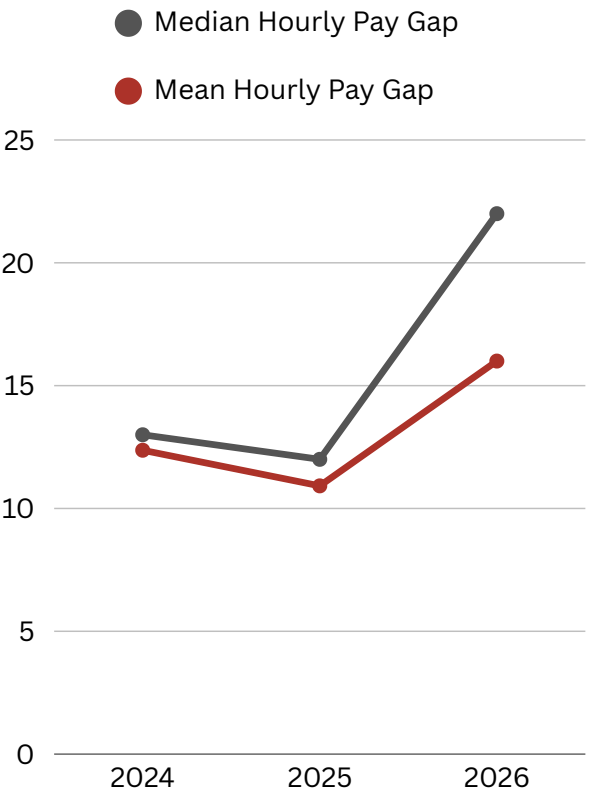
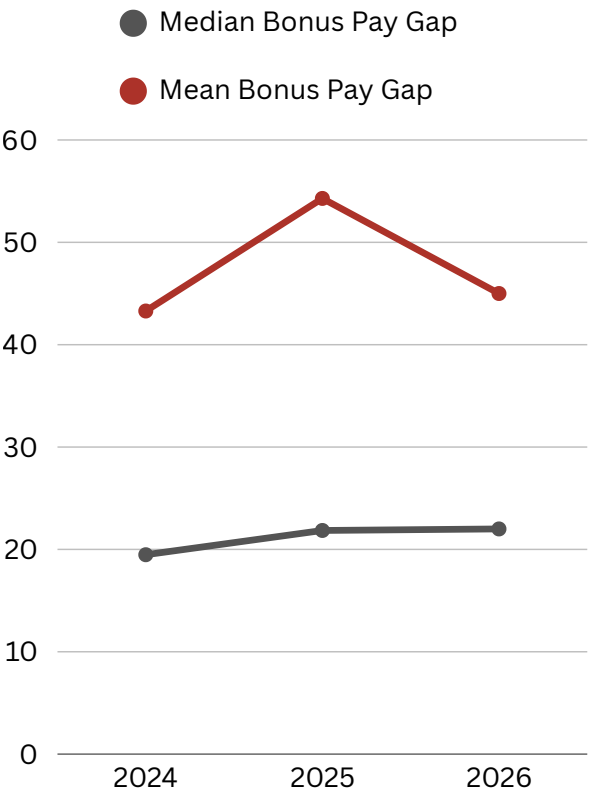
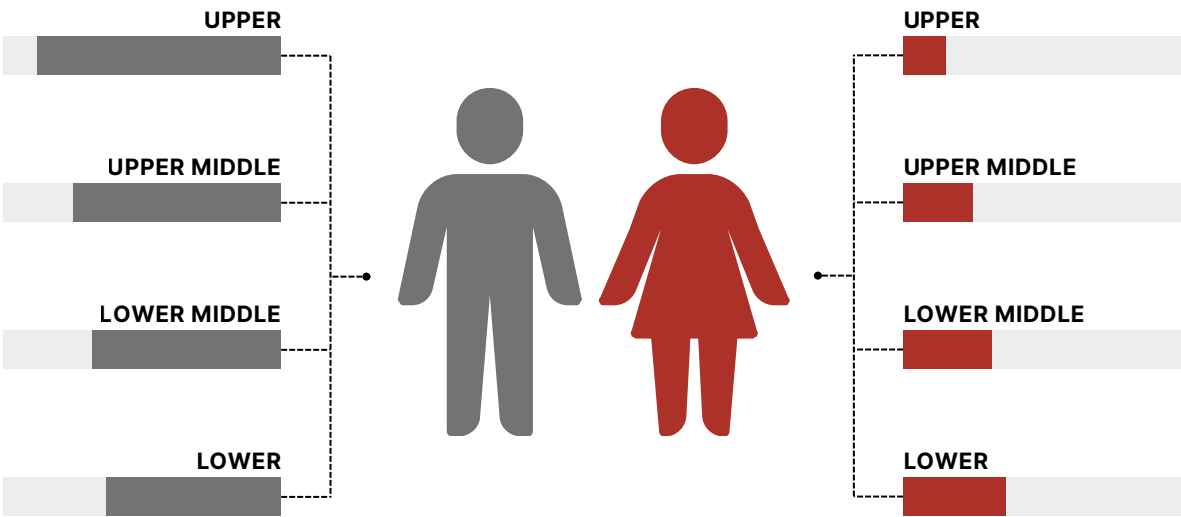
The mean gender pay gap is the difference in the average hourly pay for women compared to men.

The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

04. GENDER PAY GAP



OUR RESULTS IN MORE DETAIL



05. BONUS PAY GAP

Our 2026 Median
Bonus Pay Gap is
22.25%

Our 2026 Mean
Bonus Pay Gap is
44.88%

All our eligible
employees were paid a
bonus in 2026

