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# ASMPT SMT UK Gender Pay Gap Report

# 2025

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# 0. INTRODUCTION

At ASMPT we pride ourselves on our commitment to diversity, inclusion, and equality in the workplace. As part of this ongoing dedication, we are pleased to present our Gender Pay Gap Report, a comprehensive analysis of our organisation's approach to pay equity and the progress we've made in addressing gender disparities within our workforce.

The report highlights the current state of gender pay within our company and the steps we're taking to mitigate its impact. While we celebrate the progress we've made in promoting pay equity, we also acknowledge that there is still work to be done.

We remain steadfast in our efforts to close the gap further and work together to create a more diverse, equitable, and inclusive workplace for all.

# WHAT ARE WE DOING?

## Working Practices

At ASMPT, we are committed to building an inclusive, flexible, and fair working environment, and our working practices are designed to actively support progress towards closing the gender pay gap.

A central part of this approach is our focus on supporting all parents and normalising caregiving responsibilities across genders. Enhancing paternity provisions and encouraging their use helps to balance the impact of career interruptions, which have traditionally been experienced more often by women. By promoting equal participation in caregiving, we aim to reduce disparities that can influence long-term progression, promotion opportunities, and pay outcomes.

Cultural change is most effective when it is modelled from the top, and our leaders play an active role in demonstrating the value of flexible, family-friendly practices. Their visible commitment reinforces that balancing work and personal responsibilities is supported across all levels of the organisation.

We also offer a range of flexible benefits, including the option to buy additional holiday entitlement and hybrid working arrangements, which provide employees with greater autonomy in managing their work-life balance. These options help reduce pressures that can disproportionately fall on women and support a more equitable environment for career growth.

Together, these practices form a core part of ASMPT's continuing efforts to close the gender pay gap and to ensure that opportunities and rewards are based on talent, contribution, and potential—regardless of gender.



## Menopause

At ASMPT, we recognise that menopause can significantly affect employees' health, confidence, and career progression, which can contribute to the gender pay gap. We are committed to raising awareness and providing practical support that enables all employees to thrive at work, regardless of life stage.

Our Menopause and Andropause policies provide clear guidance on available adjustments, support, and resources for both employees and managers, ensuring a consistent and compassionate approach across the organisation. By embedding these policies into everyday practice, we aim to create an inclusive workplace where career progression is not limited by menopause, thereby promoting gender equality.

To further understanding and encourage open dialogue, we offer awareness webinars and interactive workshops where employees can learn about menopause, discuss symptoms, and explore effective management strategies.

These initiatives empower employees with practical knowledge and coping strategies while equipping managers to provide meaningful support, helping to foster a workplace where everyone can succeed.



## Training

ASMPT is committed to providing training and development opportunities that promote an inclusive workplace and help close the gender pay gap. Our approach focuses on raising awareness, addressing bias, and equipping employees and managers with the skills to support equitable career progression.

All employees completed Sexual Harassment Training this year, reinforcing our zero-tolerance approach and creating a safe and respectful workplace for everyone. For managers, we offer Mental Health & Resilience training, which includes guidance on recognising and addressing unconscious bias, supporting diverse teams, and promoting fair treatment.

We also provide a series of wellbeing webinars covering topics such as stress management, men's mental health, managing grief, and the wellbeing of working parents. These sessions give employees practical strategies to maintain health and balance, helping ensure that personal challenges do not disproportionately impact career progression.

Additionally, our employee resource groups—including staff forums, diversity advocates, and environmental groups—provide ongoing peer support, networking, and advocacy opportunities. These groups play an important role in fostering inclusivity, enabling employees to share experiences, raise awareness of challenges, and contribute to positive cultural change.

Through these combined initiatives, ASMPT supports employees at all levels, ensuring that opportunities for growth and development are accessible to everyone, regardless of gender.

# IV.

## Future Talent

ASMPT is committed to fostering the next generation of talent and promoting gender equality from the earliest stages of career development. Through our STEMazing sessions in local schools, we inspire primary school students and raise awareness of careers in science, technology, engineering, and mathematics (STEM). These sessions encourage students to explore STEM opportunities, helping to address gender imbalances in these fields from the outset.

To provide practical experience and build workplace confidence, we offer internship programs that give students hands-on exposure, skills development, and insight into potential career paths. These experiences equip young people with the tools they need to thrive in professional environments and make informed decisions about their futures.

For early career recruitment, we use targeted advert notifications to women, actively encouraging female candidates to apply and ensuring our talent pipeline reflects the diversity of the communities we serve.

We further support career progression through our Graduate Retention Scheme, which provides structured pathways for students who have completed placements with ASMPT, helping them transition into full-time roles and continue their professional development within the company.

By combining early inspiration, practical experience, targeted recruitment, and structured development opportunities, ASMPT is creating a diverse pipeline of future talent, empowering young people to realise their potential, and contributing to a more inclusive and equitable workforce.



## Inclusive Recruitment and Retention

We actively work to remove bias from our hiring processes by reviewing language, criteria, and experience requirements to ensure they do not disadvantage any group. Inclusive job descriptions are standard practice, making roles accessible to a diverse range of candidates and encouraging applications from women and underrepresented groups.

We maintain a clear career progression structure and continue to enhance internal pathways, supporting transfers, promotions, and development opportunities for all employees. By ensuring equal access to projects, opportunities, and promotions, we aim to reduce disparities that can contribute to differences in pay over time.

ASMPT is a Disability Confident Employer, demonstrating our commitment to inclusive employment and ensuring that candidates and employees with disabilities are supported throughout their career journey. In addition, our Group Income Protection Plan (GIPP), provided through our partnership with Zurich, offers practical support for employees experiencing health-related challenges that may impact their ability to work, helping them remain engaged and progress in their careers.

To monitor and improve our practices, we conduct a Global Employee Engagement Survey, gathering feedback on inclusion, development, and workplace experience. This insight allows us to continually refine policies and initiatives to support fair treatment, equal opportunity, and career progression for all employees.

Through these recruitment and retention initiatives, ASMPT ensures that talent, potential, and contribution—rather than gender or circumstance—drive career success, supporting a more equitable workforce and helping to close the gender pay gap.

# O3. HOW DO WE MEASURE THE GAP?

All pay calculations are based on the relevant pay period that includes 5th April 2025, and bonuses from the previous 12 months. The data is for all UK-based relevant employees.

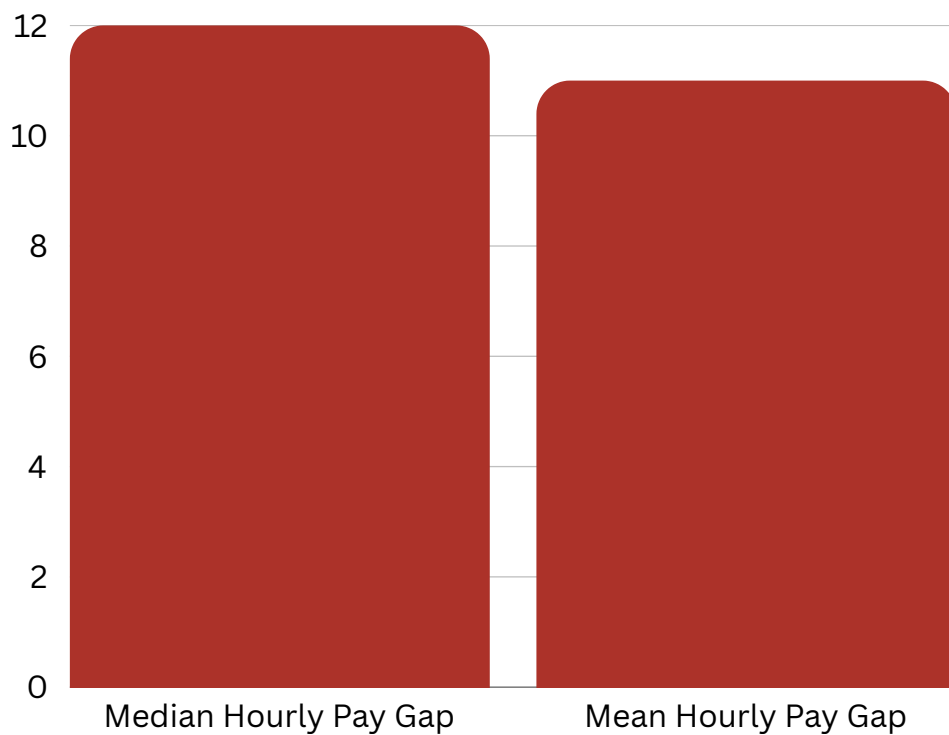
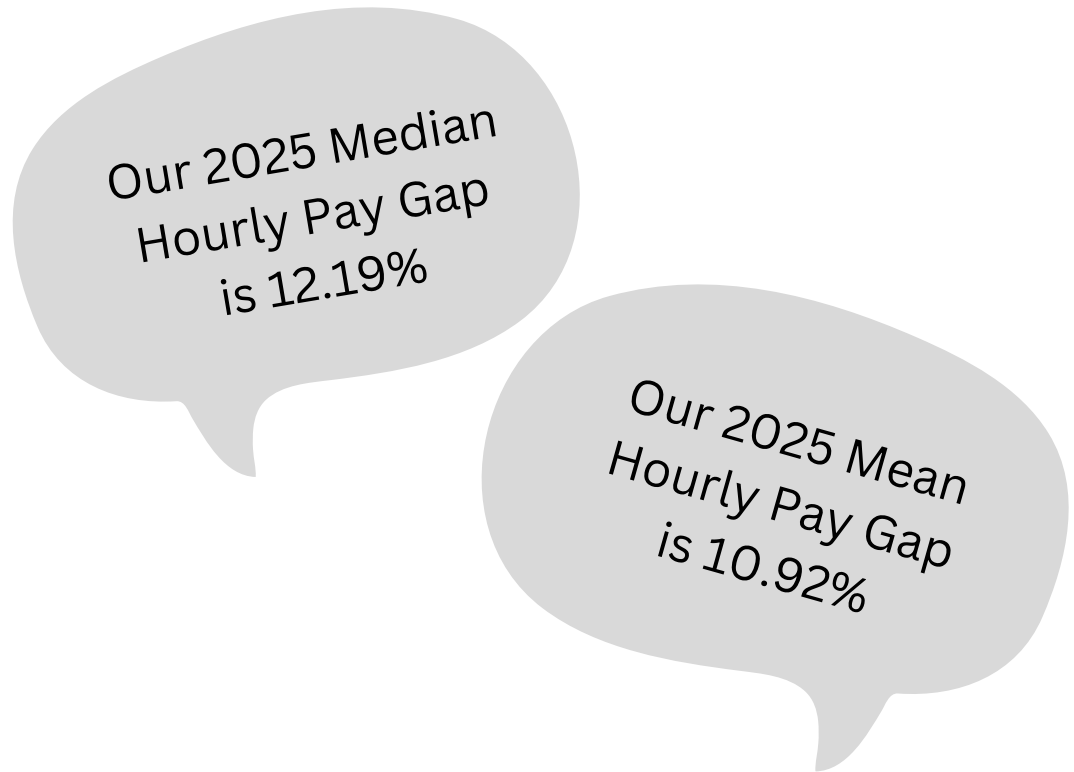
This does not include employees on reduced or nil pay, such as those on maternity pay, long-term sick leave, special leave, or those employed by an agency or individually contracted.

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



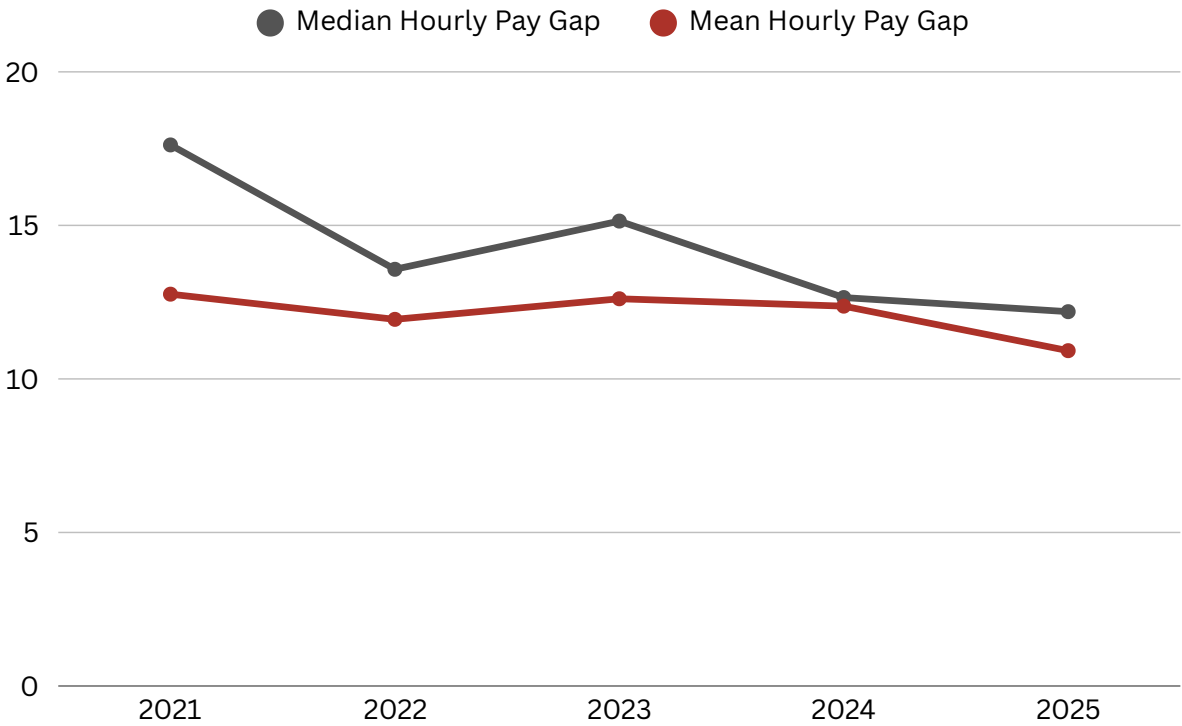
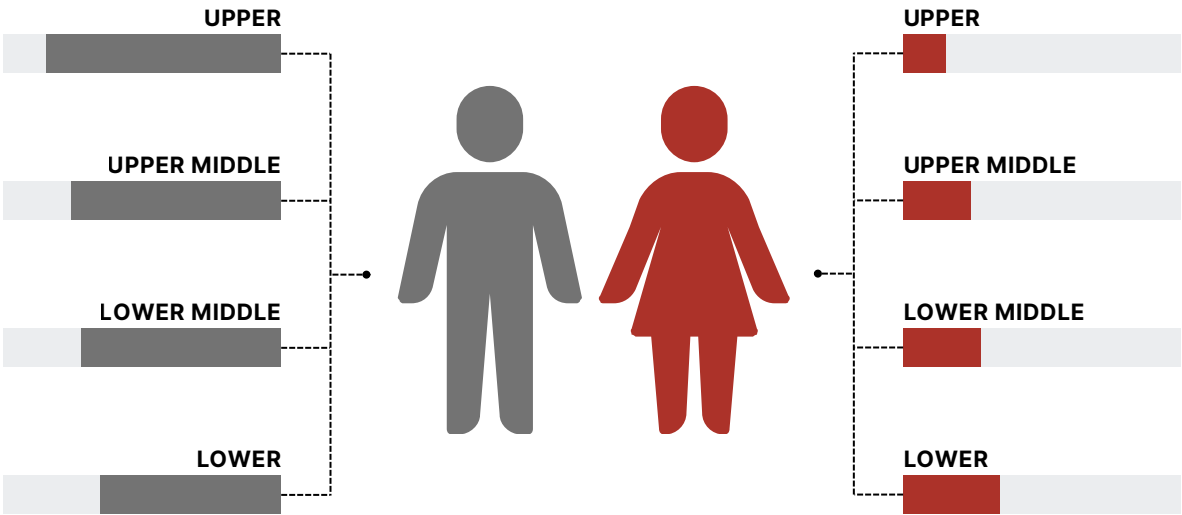
# WHAT DOES THIS MEAN?

Our median gender pay gap for 2025 is 12.19% and our mean pay gap is 10.92%

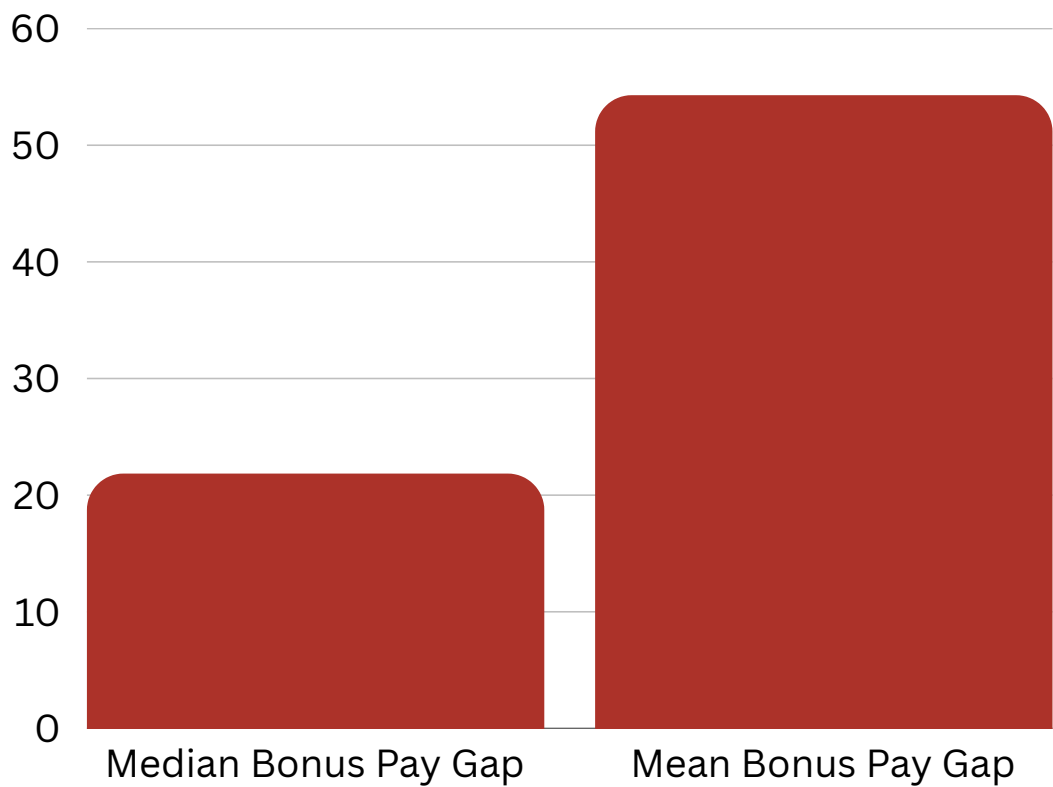
This shows that our sustained commitment to fostering an inclusive and equitable workplace is, helping to close the gender pay gap and reinforcing our culture of fairness and opportunity for all employees.

We aim to close the gender pay gap and will continue to work towards an outcome where we can confidently say that all employees are compensated fairly and have equal opportunities for advancement, regardless of gender.

# OUR RESULTS IN MORE DETAIL



# 05. BONUS PAY GAP



# WHAT DOES THIS MEAN?

Our median bonus pay gap for 2025 is 21.85% and our mean bonus pay gap is 54.29%.

While we are pleased to report a reduction in the overall gender pay gap, this year has seen an increase in the gender bonus pay gap. This is largely due to the current distribution of leadership roles within the organisation, where men continue to be more highly represented. As bonus payments are typically higher in senior positions, this disparity has had a direct impact on the bonus pay gap.

We recognise that improving gender balance at the leadership level is essential to addressing this issue. We remain firmly committed to increasing the representation of women in senior roles through targeted leadership development programs, inclusive succession planning, and proactive talent management strategies.

# OUR RESULTS IN MORE DETAIL



All our eligible  
employees were paid a  
bonus in 2025

