



ASM Enabling the Digital World

Digitalization is changing everything. As the world's largest supplier of best-in-class equipment and technological process partner for the electronics industry with almost 15,000 employees globally, ASM SMT UK today supports electronics manufacturers all over the world in setting up their Integrated Smart Factory.

We want to help make our world a better, safer, more comfortable and more sustainable place. To this end, we offer our customers, complete, networked and highly integrated hardware and software solutions and are at their side as a competent, long-term partner when it comes to setting up their Smart Factories.

ASM SMT Solutions

ASM SMT Solutions is a business segment in the ASM Pacific Technology Group and bundles the Group's worldwide SMT business. Our mission is to develop networked integrated solutions for SMT manufacturing, to implement them at electronics manufacturers worldwide, and to support them. ASM SMT Solutions has its own plants in German, Great Britain and Singapore.

Here in the UK, since our company is continuously advancing, we actively promote the technical and personal development of our people by regularly offering attractive education and training opportunities. The individual activities are co-ordinated with employee duties and interests in annual review and personal development meetings. As part of this approach, we offer careers in technical, managerial and project managements fields in international locations and various divisions such as Development, Sales, Service, Accounting, Marketing, Quality Management, and Product Management. In recent years we have made a concerted effort to ensure that we attract and retain an inclusive workforce.

We perform demanding work that can be carried out only if we work as a team. Accordingly, we place great value on a positive atmosphere and close co-operation.

We are beginning to make progress on improving gender diversity and our **POWER** values remain at the core of our talent development programmes which will in time allow us to address the imbalance in gender pay. It is only by approaching diversity with concerted and continuous actions that we can achieve our goal of gender balance in ASM SMT UK.

What is the Gender Pay Gap?

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. Here at ASM SMT UK, our workforce comprises just 21.1% of positions being filled by women. Therefore, it is not surprising that as we work in the manufacturing/engineering sector our gender pay gap highlights that we have a higher percentage of men in more senior positions. Crucially this measure does not consider equal pay for equal work. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

ASM SMT UK recognises that our success is driven by the creativity and dedication of our skilled and experienced employees and we have been and will continue to work hard to safeguard a culture where people are treated equally and with respect.

Since our last report we have created a team of Diversity Advocates. The team has been trained to support colleagues in a non-judgemental way. They have a network of professional support outlets to draw upon when anyone needs more than 'a good listener to talk to'. The team has also been tasked to promote programmes for culture change within the workplace.

Working with local schools and a wider scope of universities our HR team and graduates have been attending open days to raise our profile as an Engineering Company, particularly with females who are statistically less likely to enter the engineering profession. According to Engineering UK despite efforts to address the imbalance, just 12% of those working in engineering are female. This disparity is largely due to girls dropping out of the educational pipeline at every decision point, despite generally performing better than boys in STEM subjects at school. Only 60% of girls aged 11 to 14 think they could become an engineer compared to 72% of boys. This drops to 54% in the 16-19 age range, where only a quarter of girls say they would ever consider a career in engineering.

Our proactive measures to change include outreaching to the local community to engage young people at the earliest opportunity to increase our pipeline of future employees. We appeared in the top 50 companies in 'Rate my Placement' for students looking for sandwich year employment opportunities. We continue to work with our recruitment partners to remove any bias from our interview process and have provided our people managers with workshops to upskill them in the selection process to try to ensure a 50/50 applicant gender split.

We have raised awareness of unconscious and conscious bias with respect to female applicants and current employees.

What else are we doing to raise the profile of women in Engineering?

2020 will see ASM SMT UK enter the Manufacturer MX Awards

Acceptant criterial for this award includes tangible proof that we

- ✓ Train and develop all our employees to contribute to our aims
- ✓ Respect and value the contribution that employees make to our business
- ✓ Value our customers, suppliers and the wider public
- ✓ Attract many highly qualified people for jobs with us, regardless of their gender



We already believe that we meet the above criteria by living and working with our **POWER** values.

Passion: to be the #1 'Go to Partner', Ownership: of actions and behaviours, Win: with our customers, Excellence: in all that we do, Respect: for one and all

What has already changed?

Over the past year, we have taken active steps to narrow the Gender Pay Gap.

- ✓ We have increased the number of women in the top 25% of earners
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- ✓ In the upper middle category, we have again increased the number of women
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- ✓ There has been no decline in the lower middle and lowest 25% quartiles
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- ✓ We have launched a “Talent Development” program to prepare our young men and women to take on the challenges that come with balancing a successful career with family commitments
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- ✓ We are further reviewing our family and caring policies to ensure that our people have every opportunity to continue with a career at ASM SMT UK after having children

What is planned for the coming year?

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 career development opportunities within the local business here in the UK and more widely with our international colleagues.

- Our career framework is being implemented across the entire workforce to allow employees to see more easily career paths.
- We continue to work closely with local schools/colleges and more widely with universities to raise awareness of what a career at ASM SMT UK entails.
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- We will be showcasing our peoples’ career journeys and the path to success within ASM SMT UK.
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- We continue to focus on our Employer Value Proposition to ensure that our culture attracts the best talent to ASM SMT UK.
- We plan to continue with our Retirement Seminars to give support and confidence to those nearing the non-working phase of their lives. During this transition phase we actively encourage our aging employees to share their knowledge with the rising stars.

In 2018, we reported that it was our aim to reduce the gender pay gap by 5% for 2020. We have already achieved a 4.2% mean improvement and a 3.87% median improvement and so we are well on target to meet our goal.

Pay and Bonus Gap

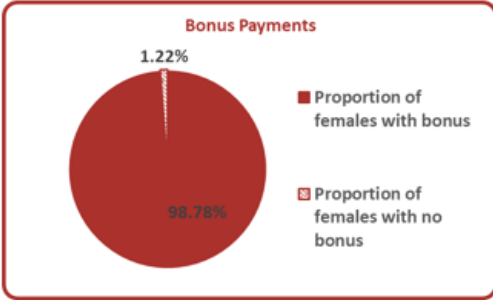
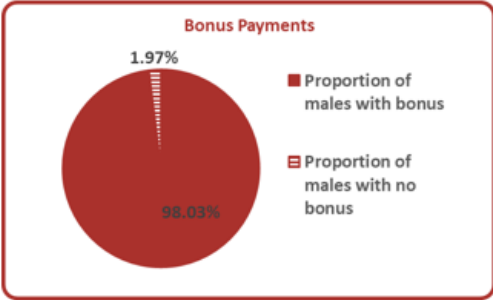
Table 1 below shows ASM SMT UK’S’s overall mean and median gender pay gap based on hourly rates of pay for the ‘snapshot’ date (5 April 2019). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2019 (that is the performance year ending 31 December 2018).

Table 1: Difference between males and females

	Mean	Median
Hourly fixed pay	13.69%	11.78%
Bonus Paid	43.24%	13.86%

Proportion of workforce awarded a bonus

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



Pay Quartiles

