
ASMPT SMT UK Gender Pay Gap Report

2024

Table of Contents

01.

Introduction

02.

What are we doing to close the Gender Pay Gap?

03.

How do we measure the gap?

04.

Gender Pay Gap Results

05.

Bonus Pay Gap Results

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 closing the gender pay gap and creating a truly inclusive workplace where all employees can thrive. Many of the challenges contributing to pay disparities—such as career interruptions due to maternity and family-related leave—disproportionately affect women. To address this, we have a range of family-friendly policies designed to support our employees through key life events, ensuring they do not face financial penalties or career setbacks due to personal circumstances.

Aside from standard Maternity, Adoption, Shared Parental and Paternity policies and procedures, to demonstrate this commitment, we offer normal basic pay during fertility treatment leave and provide up to three days of paid leave per year to help employees manage the physical and emotional effects of fertility treatment. While there is no statutory right for employees to take time off work for IVF investigation or treatment, ASMPT is committed to supporting employees through what can be a very physically and mentally stressful time. We want to ensure that employees can focus on their well-being without the added stress of financial concerns.

We also recognize the profound impact of losing a child and have developed a Parental Bereavement policy to support our employees during this incredibly difficult time. We offer up to four weeks of paid parental bereavement leave within 56 weeks of the death of a child under the age of 18, because we believe that no one should have to choose between grieving and financial stability, and this policy is part of our broader effort to provide meaningful support when it is needed most.

Alongside these policies, we continue to champion hybrid working, allowing our employees greater flexibility to balance their personal and professional responsibilities. We know that flexibility plays a crucial role in supporting career progression, particularly for women who often bear a disproportionate share of caregiving responsibilities. By implementing these measures, we aim to remove barriers to career advancement, retain talented employees, and create a fairer workplace where everyone has an equal opportunity to succeed.



Menopause

At ASMPT, we recognise that menopause can have a significant impact on employees' health, confidence, and career progression, contributing to the gender pay gap. Many women experience symptoms such as fatigue, brain fog, and sleep disruption, which can make it difficult to perform at their best. Without proper support, some may feel forced to reduce their hours, take extended leave, or even leave the workforce altogether. To address this, we are committed to raising awareness and providing practical solutions that enable our employees to thrive at work, no matter their stage of life.

To foster understanding and open conversations, we offer awareness webinars and interactive workshops where employees can learn about menopause, discuss symptoms, and explore effective management strategies. In addition, our sleep expert webinar provides valuable guidance on overcoming sleep disturbances, which can significantly impact concentration and productivity. Through these initiatives, we aim to empower employees with knowledge and coping strategies while ensuring managers understand how to provide meaningful support.

Beyond education, we provide direct access to Employee Assistance Programs (EAPs), offering confidential counselling and well-being support, as well as a virtual 24/7 GP service and a Second Medical Opinion Service to help employees manage their health effectively without long wait times. We also recognize that workplace environments can impact comfort, which is why we have introduced temperature-controlled workspaces, free hot drinks, and onsite breakout spaces where employees can rest when needed. These small but important changes help ensure employees feel comfortable and supported throughout their working day.

Flexibility is key to retaining talent and closing the gender pay gap, which is why we champion hybrid working to help employees manage symptoms more effectively without feeling pressure to be in the office when they are struggling. Our Menopause and Andropause policies clearly outline the support, adjustments, and guidance available to employees and managers, ensuring a consistent and compassionate approach across our organisation. By embedding these policies and initiatives, we aim to create an inclusive workplace where no one feels their career progression is hindered by menopause, ultimately supporting gender equality and closing the gender pay gap.



Addressing Bias

As part of our ongoing commitment to fostering an inclusive and equitable workplace, we have mandated unconscious bias training for all members of our leadership team. This training is designed to raise awareness of the implicit biases that can influence decision-making in areas such as recruitment, performance evaluation, and career development. By equipping our leaders with the tools to recognize and mitigate these biases, we aim to create a more level playing field where all employees, regardless of gender, have equal opportunities to progress and thrive.

Building on this, we have implemented fair and standardised recruitment practices across the organisation. These include structured interview processes, consistent evaluation criteria, and diverse hiring panels, all designed to minimise subjectivity and ensure that every candidate is assessed on their skills and suitability for the role. To further strengthen this approach, we are also investigating the removal of names and gender from CVs during the initial screening stage, helping to reduce the risk of unconscious bias even further.

By embedding fairness and transparency into each stage of recruitment, we aim to create equal opportunities for all applicants. These measures are a key part of our strategy to address the gender pay gap by promoting balanced representation and supporting equitable access to roles at all levels.

IV.

Diversity, Equality and Inclusivity

Our network of Diversity Advocates play a key role in championing inclusion, raising awareness of diversity-related issues, and fostering a culture where every voice is heard and respected. Acting as local points of contact within their teams, our Diversity Advocates help to embed inclusive practices into everyday working life by facilitating conversations, providing peer support, and promoting initiatives that celebrate diversity.

With the introduction of the Worker's Protection Act, we made training mandatory for all employees to show our commitment to maintaining a safe, respectful, and inclusive workplace. This training ensures that everyone understands their rights and responsibilities, recognises unacceptable behaviour, and knows how to respond appropriately if they witness or experience misconduct. By equipping our workforce with the knowledge and confidence to identify and challenge harassment in all its forms, we aim to create a culture of accountability and respect. Importantly, the training also outlines the clear processes available for raising concerns, accessing support, and seeking resolution without fear of retaliation.

By fostering transparency and trust, we encourage employees to speak up and contribute to a work environment where everyone feels safe, supported, and empowered.



Leadership

As part of our broader strategy to foster an inclusive and diverse workplace, we are actively increasing female representation in leadership roles. We recognise that balanced leadership is essential to driving innovation, improving decision-making, and creating a culture where all employees feel seen and valued. Our new Senior Director of R&D is championing our 'women's charter' program, aimed at identifying and nurturing women across the business. These initiatives include mentoring and tailored training pathways that connect emerging female leaders and create a more inclusive environment where everyone has the opportunity to succeed and contribute at the highest levels.

O3. HOW DO WE MEASURE THE GAP?

All pay calculations are based on the relevant pay period that includes 5th April 2024, and bonuses from the previous 12 months. The data is for all UK-based relevant employees.

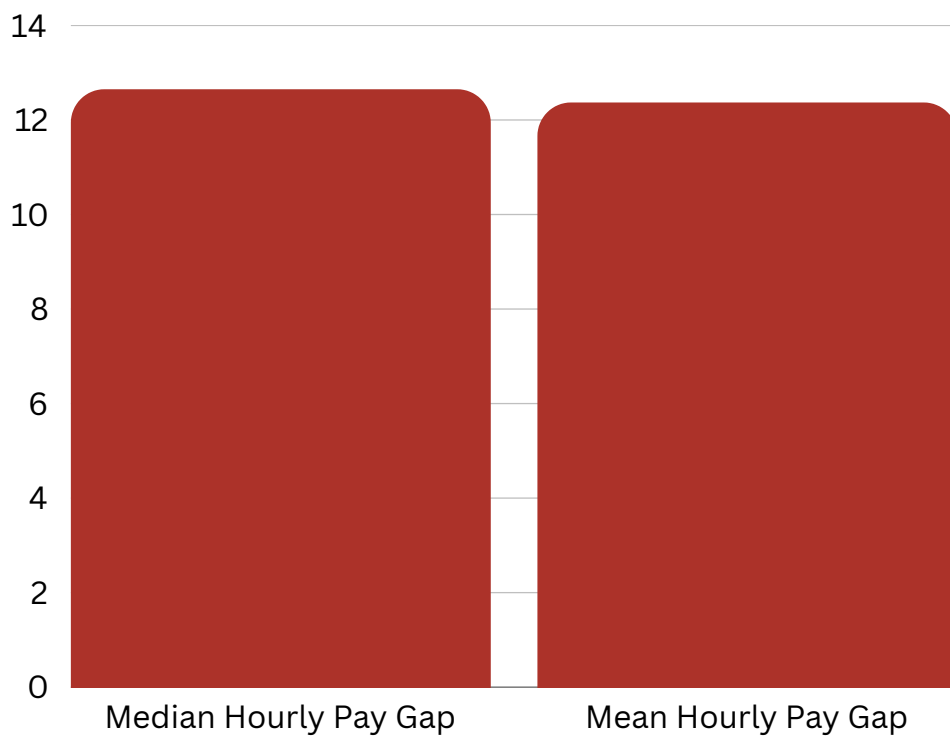
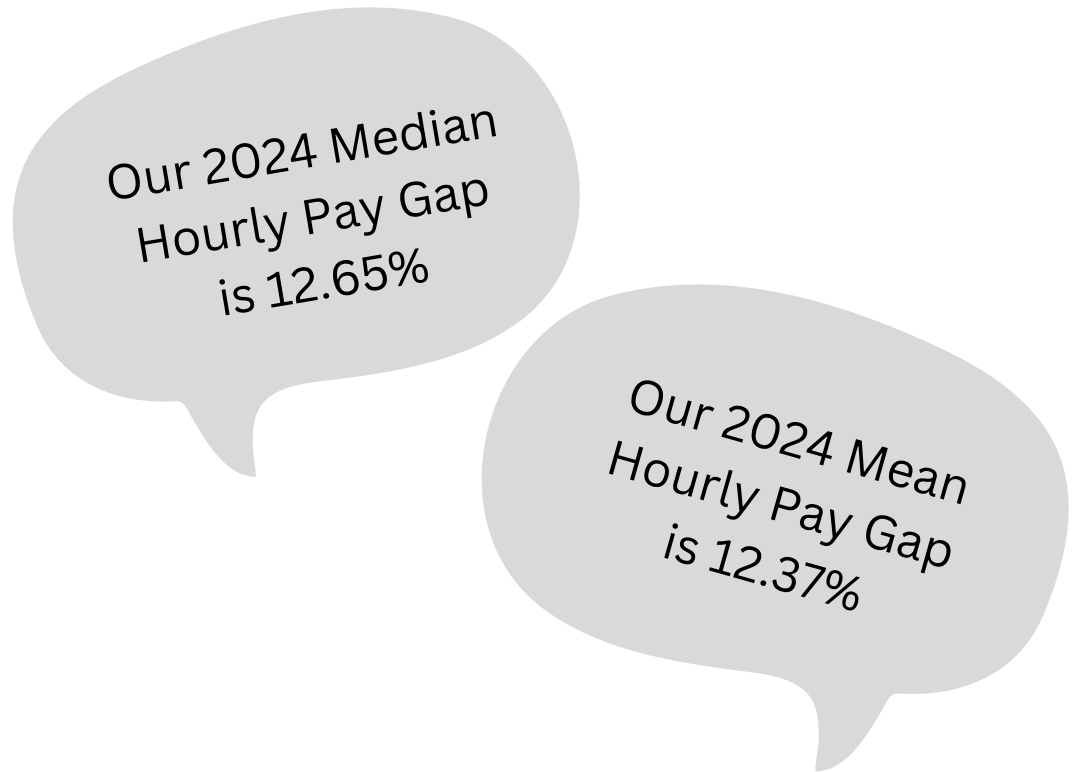
This does not include employees on reduced or nil pay, such as those on maternity pay, long-term sick leave, special leave, or those employed by an agency or individually contracted.

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



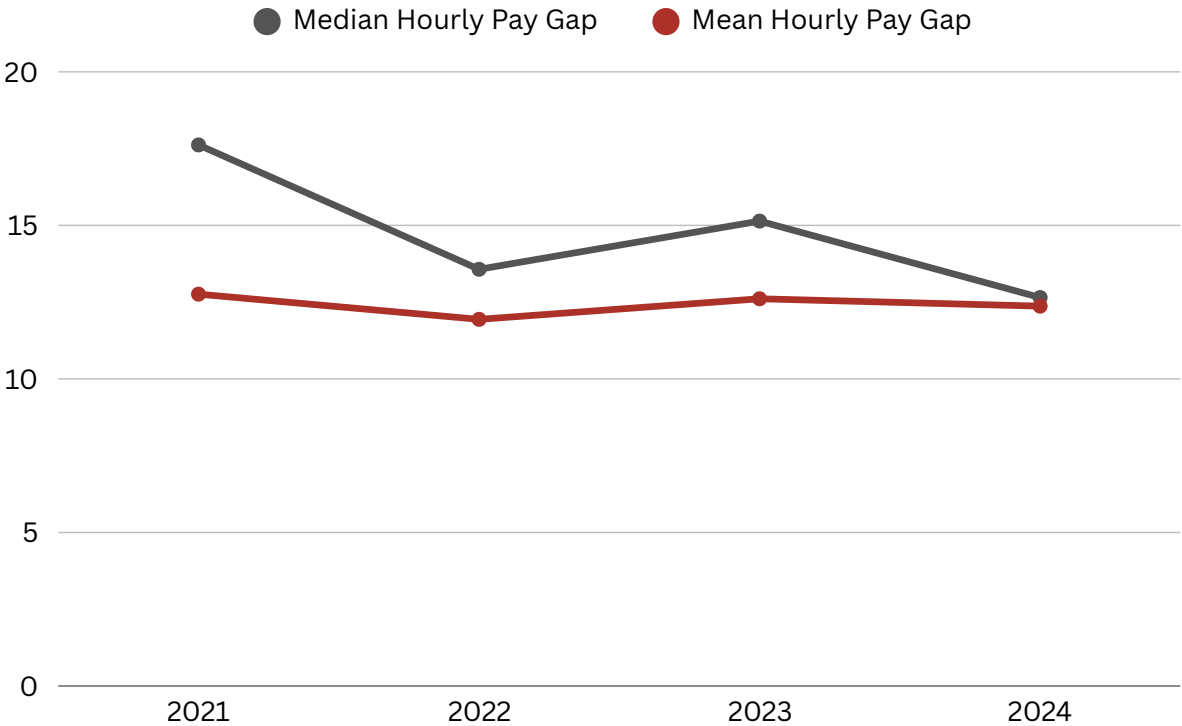
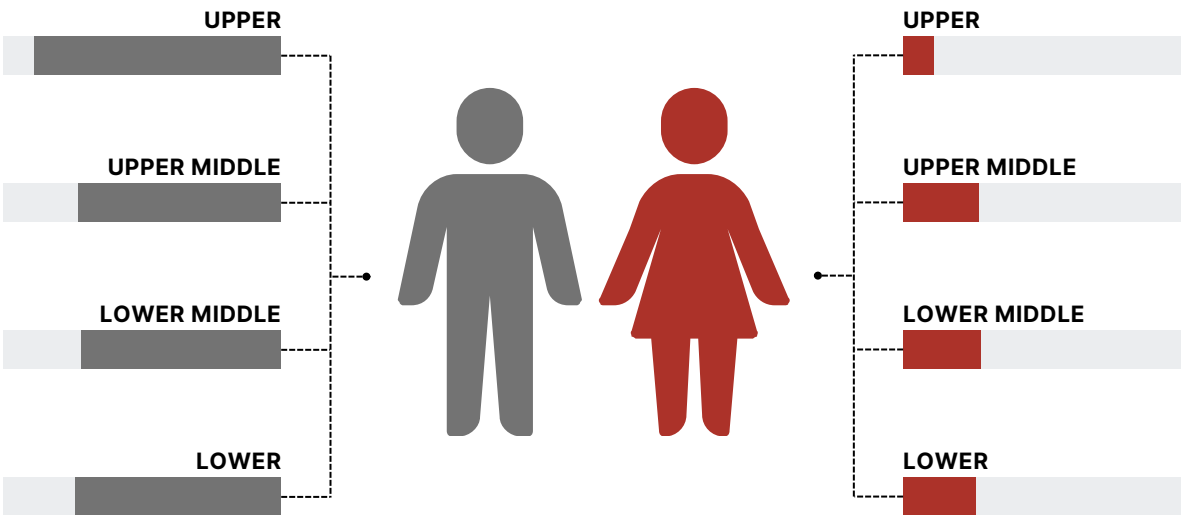
WHAT DOES THIS MEAN?

Our median gender pay gap for 2023 is 12.65% and our mean pay gap is 12.37%

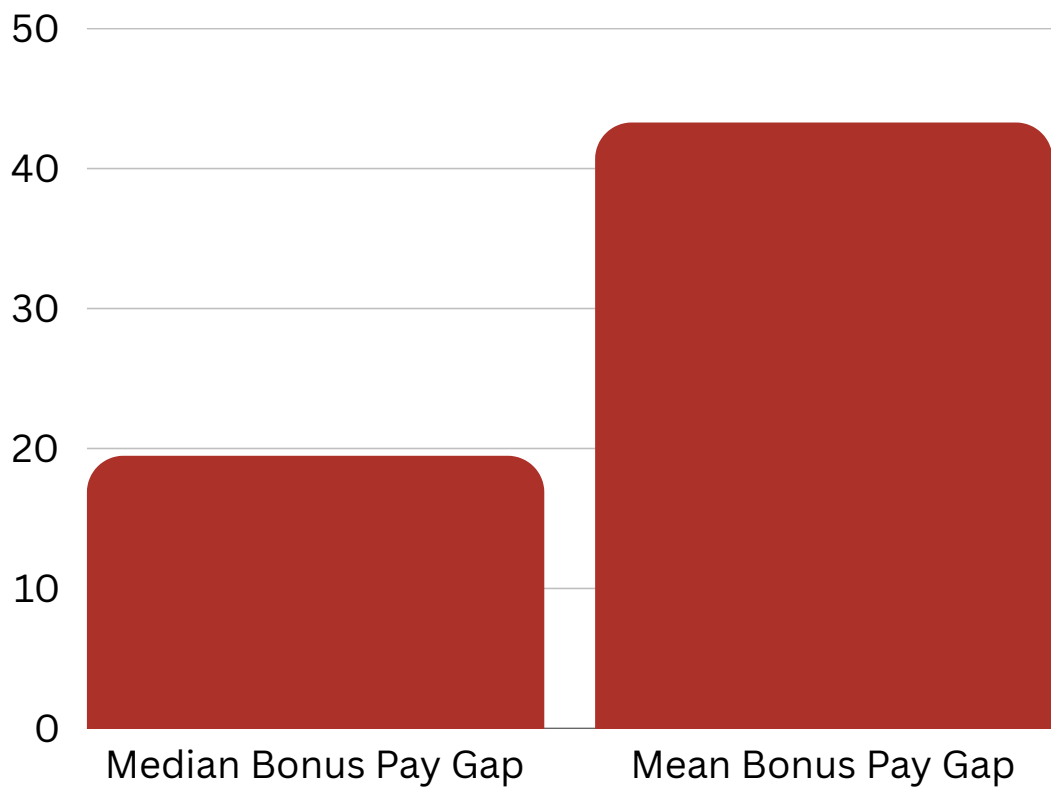
This shows that our sustained commitment to fostering an inclusive and equitable workplace is, helping to close the gender pay gap and reinforcing our culture of fairness and opportunity for all employees.

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 2024 is 19.48% and our mean bonus pay gap is 43.29%.

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 employees were
paid a bonus in 2024

