



SPI Lasers UK Ltd

6 Wellington Park
Tollbar Way, Hedge End
Southampton, SO30 2QU, UK
T: +44 (0) 1489 779 696

1st March 2018

Gender Pay Gap Statement 2017

The Gender Pay Gap Analysis for SPI Lasers UK Limited for 2017 is as follows:

- Mean gender pay gap = 31.6%
- Median gender pay gap = 25.4%
- Mean bonus gender pay gap = 56.8%
- Median bonus gender pay gap = 56.8%
- Proportion of men receiving a bonus payment = 1%
- Proportion of women receiving a bonus payment = 1%
- Proportion of men and women in each quartile band:

Lower Quartile	52.9% men	47.1% women
Middle Lower Quartile	57.7% men	42.3% women
Upper Middle Quartile	77.1% men	22.9% women
Upper Quartile	88.6% men	11.4% women

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, and the difficulty with recruiting women engineers into our industry.

In particular, we have a high proportion of men in senior positions within the business which explains the gender pay gap. Further analysis of the data confirms that there is no difference in the pay between men and women doing the same job, particularly in the lower paid roles where many women are employed. Additionally, the gap in bonus pay is due to the low number of bonus eligible employees in the company and the results are further distorted based on the geographical territories against which the bonus is paid.

SPI Lasers is an equal opportunities employer with career opportunities, recruitment and promotion all based on merit. We also provide paid internships and actively support national 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.

This data is correct and accurate, having been calculated based on the data for the 281 UK employees as at 5th April 2017.

Graham Parsons
HR Director

