



SPI Lasers UK Ltd

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Gender Pay Gap Statement 2018

The Gender Pay Gap Analysis for SPI Lasers UK Limited for 2018 is as follows:

- Mean gender pay gap = 32.9%
- Median gender pay gap = 25.6%
- Mean bonus gender pay gap = -13.7%
- Median bonus gender pay gap = -20.9%
- 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	49.3% men	50.7% women
Middle Lower Quartile	56.8% men	43.2% women
Upper Middle Quartile	76.0% men	24.0% women
Upper Quartile	93.3% men	6.7% 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.

When interpreting the data, it is important to note that we have a high proportion of men in senior positions within the business which explains the gender pay gap. Further analysis confirms that there is no difference in the pay between men and women doing the same job, particularly in the lower paid production roles where the proportion of women and men is roughly equal. Additionally, the gap in bonus pay is due to the low number of bonus eligible employees in the company.

SPI Lasers is an equal opportunities employer with career opportunities, recruitment and promotion all based on merit. We continue to provide paid internships to encourage young people in to engineering careers and we actively support national and local 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 299 UK employees as at 5th April 2018.

Graham Parsons
HR Director