

Dynex Semiconductor Ltd

Gender Pay Gap Report 2018

Snapshot Date: 05 April 2018

The success of Dynex is due to our talented and skillful team that help to create our high power semiconductor devices and assemblies. As a business, Dynex constantly strives to grow and develop as a leading, independent manufacturer of high power and high reliability electronic components. We recognise that critical to becoming a high performing organisation, we must strive to achieve gender balance and diversity.

Today our gender pay gap is 33%, higher than the UK average of 18%. Dynex recognise the long journey ahead, as we strive to close the gap in the historically male dominated industry we operate in however, we have made strong progress this year.

“We have made a **positive step forward** with an **8% reduction** in comparison to the 41% gap in 2017”

This is as a reflection of the continuous and committed work achieved to improve the gender pay gap. Although this is a continuous effort, we are certain that our pay is not influenced by gender. We have a transparent pay grade structure for all of our roles which removes any opportunity for bias.

Gender in the Manufacturing and Engineering Sector

A disproportionate number of men work within the

UK manufacturing and engineering sector. Only 10% of the engineering workforce in the UK are female. (data source: Engineering UK 2017).

Here at Dynex 35% of our overall workforce are female, with 11% of those females working within technical and engineering roles, this is slightly higher than the national average. This disproportionate amount of males in engineering roles at Dynex means there is an under representation of women in higher paid roles, creating the gender pay gap we see today.

Dynex's initiatives to reduce the gender pay gap

Dynex are fully committed to reducing our Gender Pay Gap and are passionate about fairness and equality. We have already completed a considerable amount of work to improve our gender pay gap.

We work hard to provide work experience for young females who would like to learn about a career in engineering, and we strive every year to award one of our engineering apprenticeships to at least one female.

Improving our gender pay gap is a huge challenge in this historically male dominated industry, where both our current workforce and the pipeline of talent from which we recruit are overwhelmingly male.

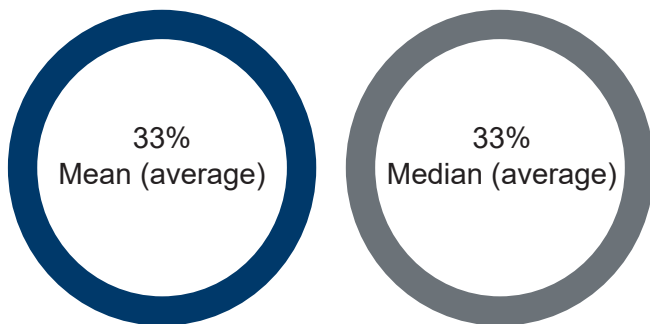
There are very few women studying STEM subjects however, we are encouraged by recent educational statistics that female applications for engineering disciplines at universities are growing, with a 2.1% increase of females graduating with a degree in engineering in the last five years.

We continue to strive to attract more women into engineering careers with us, by being a better employer to the women already working with us, and by investing more time and resource to progress the most talented of our female workforce to the top of our business.

Our gender pay gap – at a glance

The data in this report is accurate and meets the Government regulations on reporting Gender Pay Gaps and is correct as at April 2018.

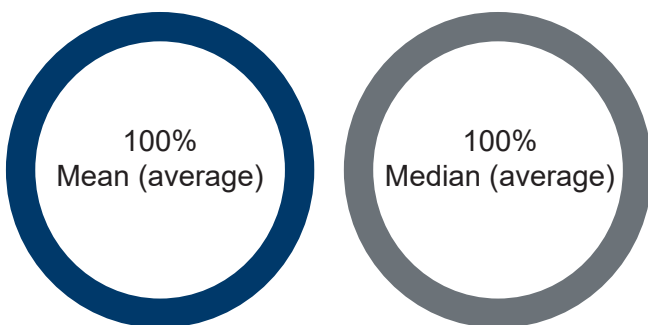
Pay difference between men and women



The data above is a snapshot of the difference between hourly pay of all women compared to all men, irrespective of their role or level within the organisation, expressed as percentage of men's pay.

At Dynex what we pay is not influenced by gender. Men and women are paid the same for carrying out the same work, or work of equal value. The difference we see here in average pay is due to proportionally more men being in senior, higher paid roles. When we compare salaries between men and women in the same grade the difference reduces significantly.

Bonus difference between men and women



The data above is a snapshot of the difference between bonus pay of all women compared to all men, irrespective of their role or level in the organisation, expressed as percentage of men's pay. At Dynex, Bonus' are not influenced by gender.

Pay Quartiles

The charts above show the gender distribution in four equally sized hourly pay quartiles, each containing approximately 85 employees. Overall women represent 35% of our workforce which is a 1% increase to the previous year.

We are beginning to see a small shift in distribution of our female workforce across the quartiles, with increased percentages of females in the top 3 quartiles and a reduction of females in the lower quartile.

