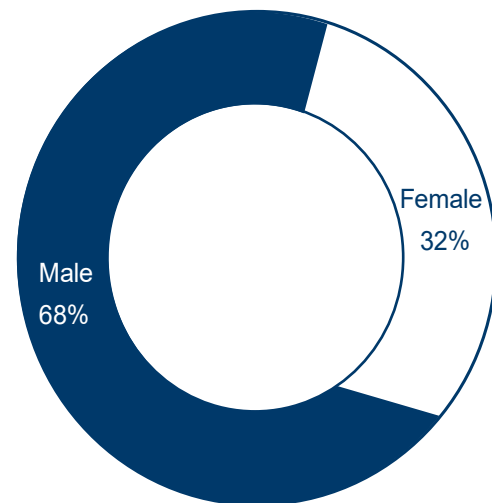


Dynex Semiconductor Ltd

# Gender Pay Gap Report 2020

Snapshot Date: 05 April 2020



The gender pay gap is the percentage difference between men's and women's median hourly earnings; it is not a measure of the difference in pay between man and women for doing the same job.

Dynex owe our success to our talented staff because their skills 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 in order to becoming a high performing organisation, we must strive to achieve gender balance and diversity. We are certain that what we pay is not influenced by gender.

Our 2020 gender pay gap is 28.7% which is higher than the UK average which has been slowly declining over time. For 2020, the UK average gender pay gap was of 15.5% for all employees. This is a drop of 1.9% on last year. In 2018 and 2019 the UK average gender pay gap was 17.4% (data source: ONS, Gender Pay Gap 2020).

In 2018 and 2019, our gender pay gap was 33% and we have therefore made a significant improvement in 2021 to close the gap.

The industry in which we operate has been historically male dominated and continues to be.

A disproportionate number of men work within the UK manufacturing and engineering sector. Only 11% of the engineering workforce in the UK is female. (data source: ONS 2019). Diversity of applications for aspiring engineers is also disproportionate with only 1 in 5 applications made for academic courses from females (data source: Engineering UK).

Today Dynex employees 258 people and 78 of those people are female. This disproportionate amount of males that make up the workforce results in a disproportionate amount of males in engineering roles at Dynex resulting in an under representation of women in more senior, higher paid roles creating the gender pay gap we see today.

Dynex are fully committed to reducing our Gender Pay Gap and are passionate about fairness and equality. We ensure that whenever possible we include multiple women in shortlists for recruitment and we use structured skills based interviews during recruitment. We clearly communicate salary ranges on offer for vacant roles and we have a transparent, well communicated, pay grade structure for all of our roles which removes any opportunity for bias. We also ensure that all of our managers attend diversity training and we have a well communicated and well understood Equality policy.

We have been making positive changes over the

last year and we recognise that flexible working arrangements can benefit both employees and the business. Every year we have a number of employees who make requests to change their number of working hours or times of work. We assess each request in detail to understand how it would work in practice and any potential impact on the business. In the majority of cases we are able to accommodate the requests. In addition to this, during 2020 and 2021, we have increased the number of employees working flexibly to help improve well-being and work life balance.

We work hard to provide work experience for young females at Dynex 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. We also offer internships and work experience to many local students and graduates, again promoting females in engineering. Dynex promotes engineering at local events and festivals to showcase latest innovations and to inspire and encourage female students to be our potential employees of the future.

Despite many national campaigns over recent years, too few young women are studying STEM subjects. In 2018 only 25.4% of girls aged 16-18 would consider a career in engineering and females make up only 7.4% of all engineering apprenticeships (data source: Women's Engineering Society). At Dynex we continue to be passionate about encouraging girls and young women into STEM subjects. We work closely with local schools, colleges and universities and continue to increase the number of STEM ambassadors we employ to help us.

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.

### 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 2020.

## Pay difference between men and women

At Dynex women earn 73p for every £1 that men earn when comparing median hourly wages. Our median hourly wage gap is therefore 27.3%. This is a significant improvement from 2019 as the gap was 37%, a reduction of 10%.

The mean hourly pay gap for women is 28.7%.

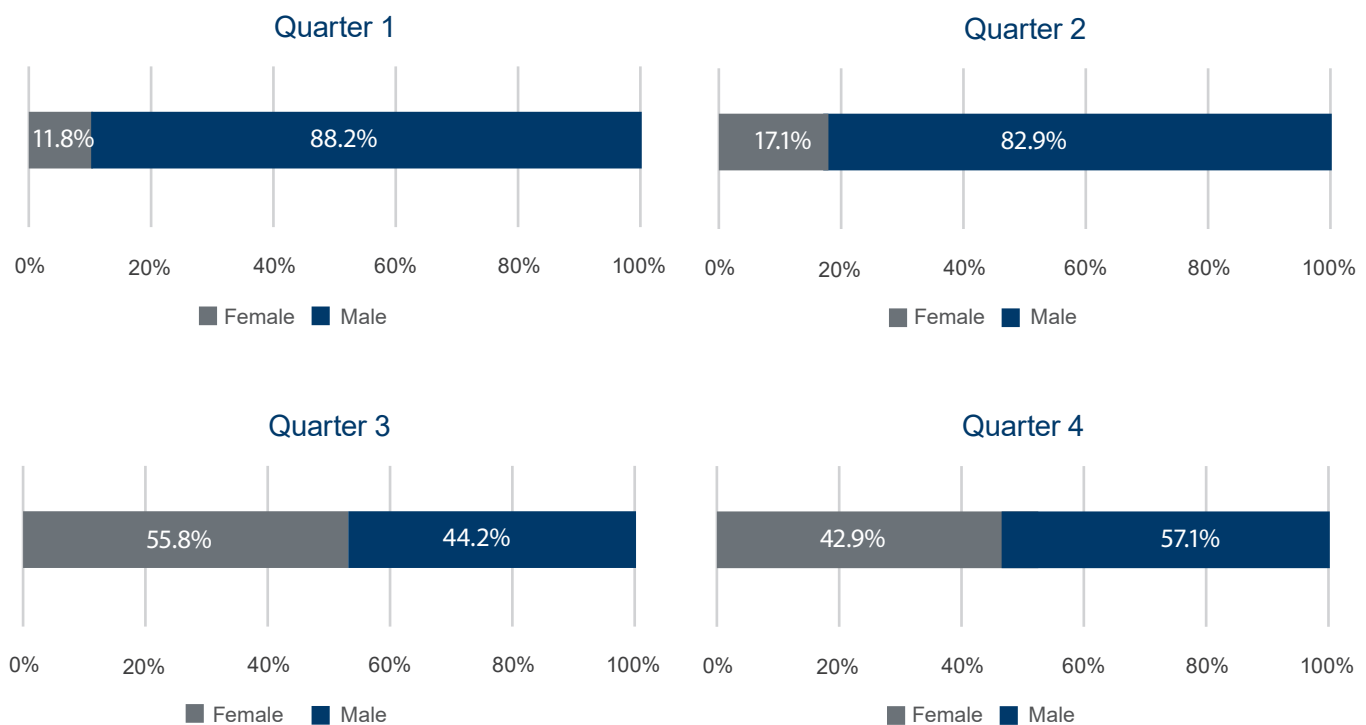
The data shown to the left is a snapshot of the difference between hourly pay of all women compared to all men, irrespective of their role or level in the organisation, expressed as percentage of men's pay.

At Dynex 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 look at salaries between men and women in the same grade the difference reduces significantly.



## Proportion of women in each pay quarter

The charts below show the gender distribution in four equally sized hourly pay quartiles, each containing approximately 76 employees. Overall women represent 32% of our workforce.



## Bonus Pay Gap

At Dynex Bonus' are not influenced by gender.

In 2020 1% of women received a bonus and 1.4% of men.

At the time of the data collected for this report Dynex women earn 68p for every £1 that men earn when comparing the median bonus pay. Our median hourly wage gap is therefore 32%.

The mean hourly pay gap for women is 26.9%.

We are very proud of the improvements we have made in 2020 to close our gender pay gap and we do know that it will take us several years to achieve our aim of increasing the proportion of women employed in our engineering roles which tend to be more senior and therefore higher paid. We remain determined to increase our diversity.

