

Dynex Semiconductor Ltd

# Gender Pay Gap Report 2017

Snapshot Date: 05 April 2017

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 critical to becoming a high performing organisation we must strive to achieve gender balance and diversity.

Today our gender pay gap is 41% which is higher than the UK average of 18%. Dynex have a long journey ahead as we strive to close the pay gap in the industry in which we operate being historically male dominated. Although we have a long way to go to close the gap I am certain that what we pay is not influenced by gender. We have a transparent pay grade structure for all of our roles which removes any opportunity for bias.

“We must strive to achieve gender balance and diversity”

## 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 is female. (data source: Engineering UK 2017).

Here at Dynex 34% of our overall workforce are female and 11% of those females work in technical and engineering roles which is slightly higher than the national average.

## Dynex Initiative 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 done 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.

Too few young women are studying STEM subjects but we are encouraged by recent educational statistics showing that female applications to engineering disciplines at university have been increasing and that there has been a 2.1% increase in females graduating with a degree in engineering in the last 5 years.

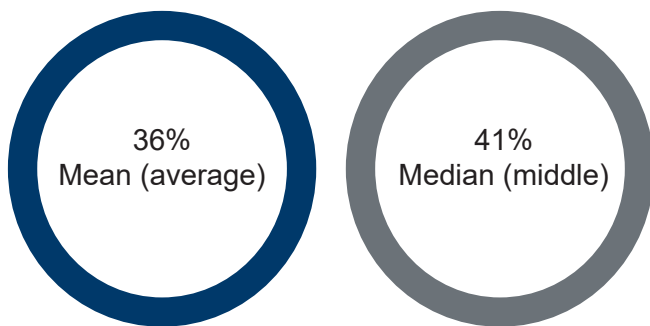
We continue to strive to attract more women into engineering careers with us, by being a better employer to the women already working with us and by investing more time and resource to progress the most talented of our female workforce to the top of our business.

“We continue to strive to attract more women into engineering careers”

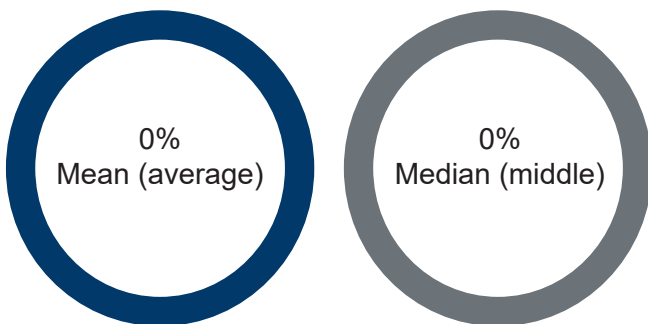
## Our gender pay gap – at a glance

### Pay difference between men and women

The data below shows our 'gender pay gap'. This 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 average pay.



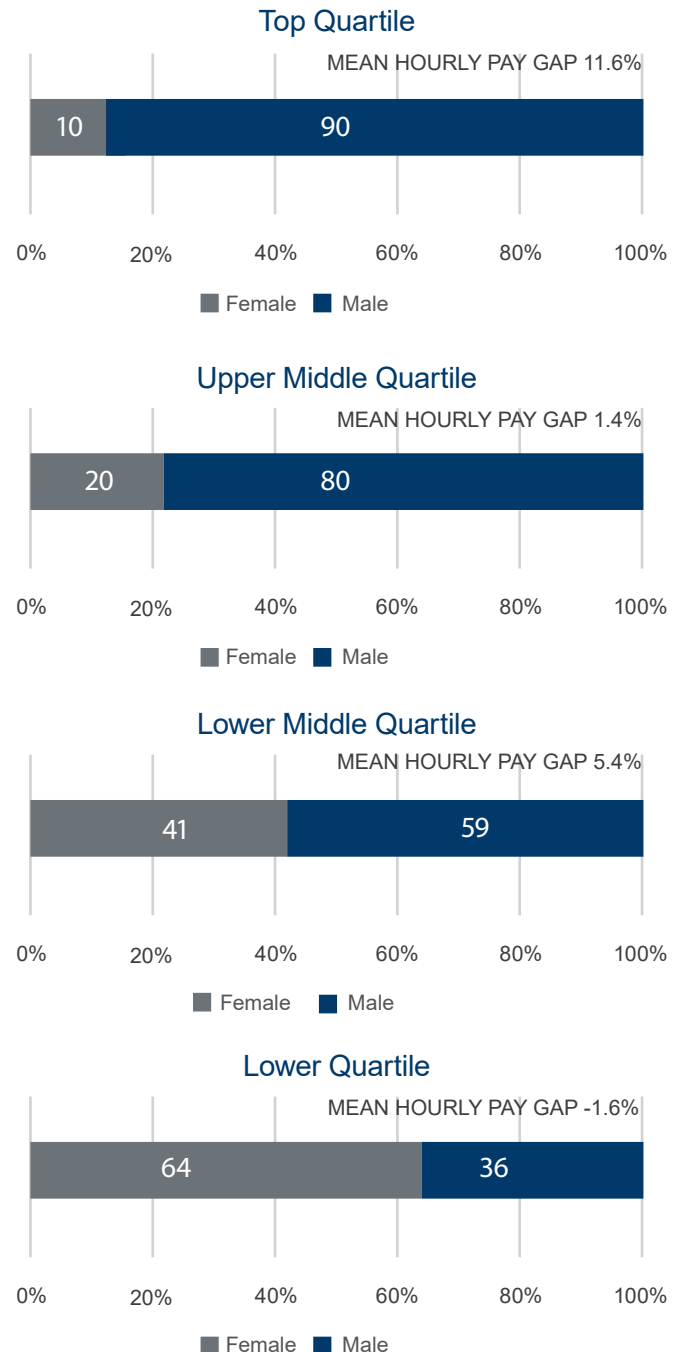
### Bonus difference between men and women



No bonus payments were made in the 12 months preceding 5th April 2017.

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.

## Pay Quartiles



The data in this report is accurate and meets the Government regulations on reporting Gender Pay Gaps and is correct as at April 2017.