



# UK GENDER PAY GAP

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◦ 2024 REPORT



## WHAT IS THE GENDER PAY GAP?

Equal pay and the gender pay gap are not the same. Equal pay means that men and women doing the same job should be paid the same, whereas a gender pay gap is determined by comparing the gross earnings of all men with those of all women in a company, irrespective of their roles or seniority. This means that a company with a higher proportion of men in senior roles will have a larger gender pay gap as senior roles are paid at higher rates.

## PLEXUS GENDER PAY GAP?

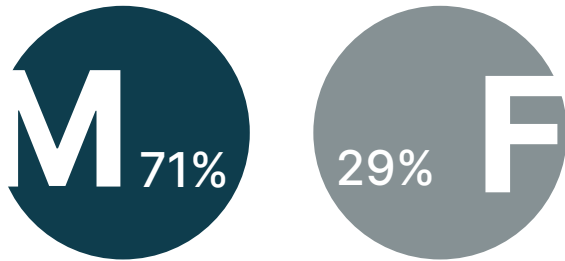
Plexus pays all team members equally for their contributions to the company. We focus on market data, relevant experience and performance when determining compensation. We apply these compensation principles fairly and equally to male and female team members.

Plexus UK's gender pay gap is driven by two factors. Firstly a higher proportion of males hold senior roles and secondly a higher proportion of males are prevalent in generally higher paying engineering roles. We have initiatives in play to address our gender pay gap. Information on those and other Diversity and Inclusion goals and initiatives are contained in this report.



# OUR RESULTS

## MALE/FEMALE SPLIT 2023



## PROPORTION OF MALES/FEMALES IN EACH PAY QUARTILE



## 2023 HOURLY PAY RATE



### MEAN

Mean pay gap in hourly pay between the male and female employees.

### MEDIAN

Median pay gap in hourly pay between the male and female employees.

## 2023 BONUS PAY RATE



### MEAN

Mean bonus pay gap between the male and female employees.

### MEDIAN

Median bonus pay gap between the male and female employees.

In 2023 38% of female and 35% of male employees received a bonus.

#### Definitions:

- The mean is the average value in a collection of numbers.
- The median is the middle number in a sorted, ascending or descending, list of numbers

Confirmed as accurate by Steven Thomson, Director, February 2024



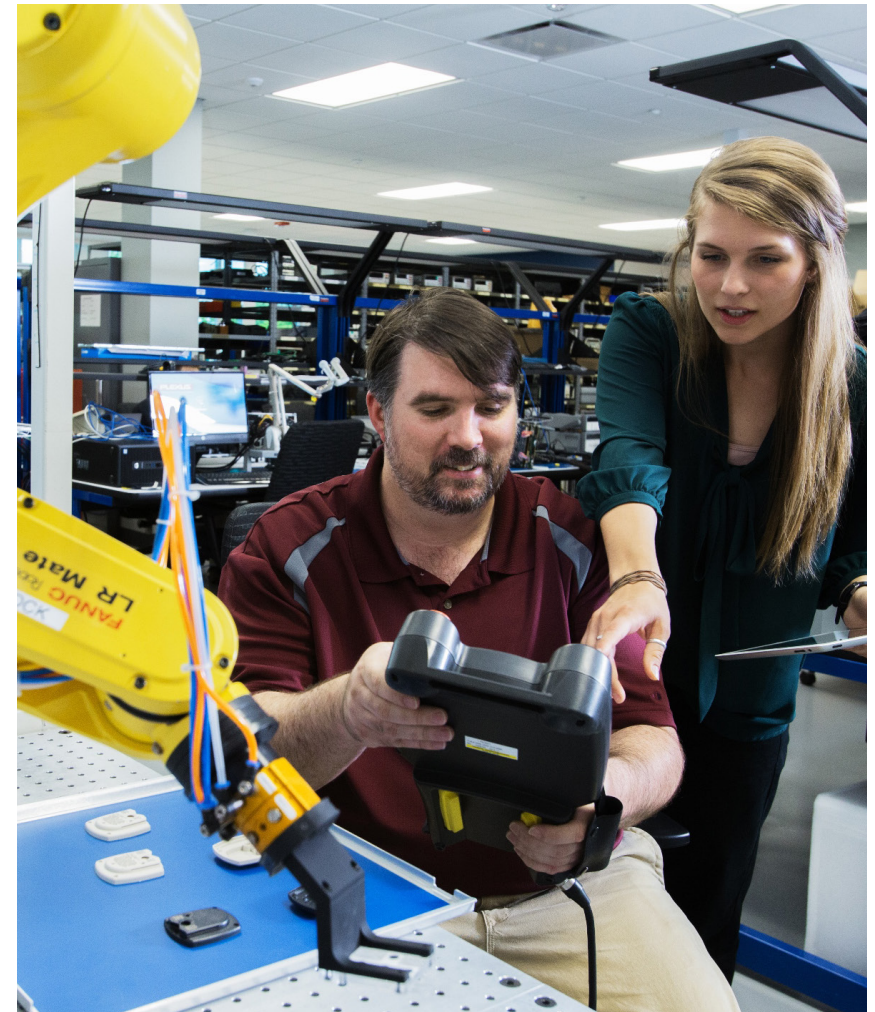
## PLEXUS' GENDER PAY GAP GOALS

### 1. Increase female representation in senior management roles.

To address this meaningfully and sustainably will take time. It will be the result of strengthening female representation at all management levels across Plexus, to increase the number of female candidates for senior management roles over time. We are addressing this by implementing changes in our recruitment and selection processes, providing more opportunities for female team members to participate in leadership development programmes and through the formation of Employee Resource Groups (ERGs) to support women in their careers at Plexus.

### 2. Increasing the number of female engineers in our UK Design Centre.

According to the Engineering UK (March 2022) women make up only 16.5% of engineers in the UK and the Women's Engineering Society estimates that fewer than 25% of engineering graduates in 2020 were female. This significantly impacts the availability of female engineering talent in the market. The solution therefore needs to be long term and systemic. To help to address this imbalance, Plexus UK is focusing on supporting STEM initiatives that encourage and support young girls to study further in STEM subjects. We are also encouraging female candidates to apply for our engineering internship and graduate programmes.





## STEPS TAKEN TO ADDRESS OUR GENDER PAY GAP

We are adopting a multi-faceted approach to address our gender pay gap, through focusing on meaningful and sustainable improvements in our Diversity and Inclusion (D&I) initiatives. Our activity centres around 5 key focus areas. Key achievements and initiatives in each are summarised below and on page 6.

### LEADERSHIP

In 2023 through internal promotions and external hiring we welcomed two female leaders to our senior management group.

Enhancing our D&I reporting and governance framework.

Encouraging role modelling and accountability by all leaders.

Reviewing gender distribution in our succession pipeline through increased focus on diversity in our talent reviews.

### TALENT ACQUISITION

Using diverse interview panels to ensure that diversity is reflected at every stage of the Plexus hiring process.

Hiring managers and recruiters are trained on D&I to identify possible unconscious bias in the recruiting process.

Expanding our recruitment outreach, including Women in Engineering groups.

Focusing on strong gender and cultural diversity in our internship programme, graduate apprenticeship path and graduate hiring.

### TALENT DEVELOPMENT

Focusing on gender and cultural diversity for our leadership development programmes.

Our mentoring programme supports female team members throughout their career at Plexus.

Inclusive leadership training is provided to all people leaders.



## STEPS TAKEN TO ADDRESS OUR GENDER PAY GAP

### CULTURE

Encouraging our team members to participate in outreach activities at local schools and universities, to promote engineering careers.

As part of our STEM involvement we are developing partnership with local schools, colleges, universities and partnering with STEM groups to inspire young people of all ages and genders to opt for a career in engineering.

The Plexus Women in Networking (WiN) Employee Resource Group (ERG) has been active since 2022. Plexus UK employees were surveyed to help WiN understand where to focus their attention to achieve WiN's mission of:

- to champion the advancement of women in their professional and personal development and through various career and life stages;
- to inspire women to achieve their ambitions and
- to promote a culture that fosters development and increase productivity and engagement.

### PAY & BENEFITS

Following enhancements to our UK parental leave (maternity, paternity and adoption), we have continued to review our benefits to support and reward our diverse team and enable us to attract diverse talent.

Leverage is made of reward and recognition programmes to reinforce Plexus' D&I values.

## ACTIVITIES IN PROGRESS TO ADDRESS OUR GENDER PAY GAP



Activities currently in progress which are addressing our gender pay gap are outlined below, these will support not only gender diversity but diversity as a whole.

### **LEADERSHIP: Succession Planning**

During our talent review process, we established targets for the percentage of females included in our succession planning activities to help increase the number of females in middle and senior level leadership roles. We're making good progress moving from just under 20% in 2022 to 25% in 2023 and are targeting 27% in 2024.

### **CULTURE: Women in Network (WiN) Employee Resource Group**

WiN is continuing its programme, including events, mentoring and communications. In 2024 they are introducing flash networking to help female employees build new connections across our organisation. WiN are also continuing their outreach into the community supporting Women in Business in the Scottish Borders and hosting events for Women's Enterprise Scotland.

### **CULTURE: STEM Activity**

Our teams in both Kelso and Livingston are engaged with local high schools, colleges and universities. We continue to strengthen these connections to establish a pool of diverse young talent.





## DIVERSITY AND INCLUSION

Be You.

Our people create our best Plexus.

Ingrained in our culture of inclusion is the philosophy that each individual offers diverse perspectives, backgrounds and experiences that create great outcomes when we are united as a team. We respect our people and embrace our differences. We welcome everyone and value the ideas generated by our collective uniqueness. We aspire that all of our people reach their full potential.

Our Diversity & Inclusion (D&I) journey is not a project or an initiative. It's a continuous commitment to our team members, communities and ourselves as individuals to embrace diverse backgrounds, differences and ideas. As a global organisation, there is an ever-present opportunity to integrate D&I principles into everything we do. We are at our best when we open our minds to the thoughts of others, allowing diverse behaviors and experiences from a myriad of team members to come together and work towards a shared purpose. Through this, we position Plexus to create enduring value for our people, customers and the planet.

