



Gender Pay Gap Report 2022

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SMC Pneumatics UK Ltd
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At SMC we remain driven to ensuring that all our employees regardless of gender fully realise their potential

Explaining our Gender Pay Gap Figures

We follow the calculation method set out by the Government Equalities Office to calculate the Gender Pay Gap at SMC across all quarterlies. The snapshot date used is 5th April 2022.

It is important not to confuse gender pay gap with equal pay. Equal pay, where men and women receive equal pay for equal work, is a long-established principle in the UK and SMC pays men and women equally for the same role. However, there are more men than women at all levels within SMC and this is the key reason for our gender pay gap.

Gender Pay Gap Figures - 2022 published April 2023

Our gender pay gap is closing year on year since we started to publish figures in 2017. Our mean gap has decreased by 8.6% to-date. We are committed to addressing the gender balance within our organisation. Our gender gap exists due to the low numbers of female engineers in the automation industry.



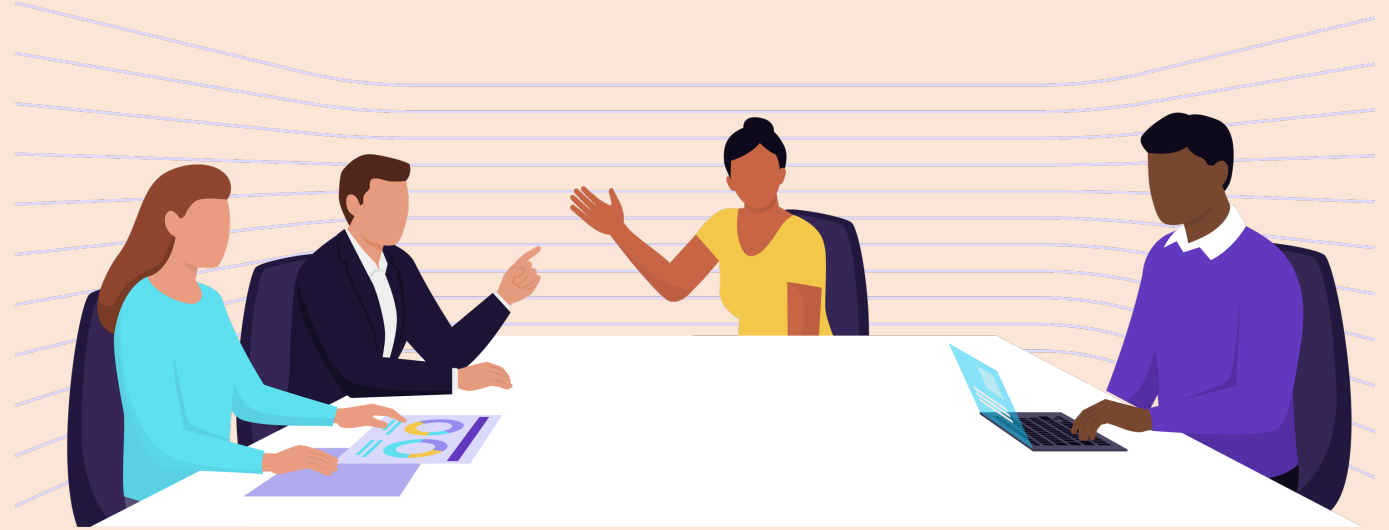
Gender Pay Gap	Apr-22	Apr-21	Apr-20	Apr-19	Apr-18
Mean	23.8%	24.8%	27.7%	29.5%	31.2%
Median	26%	31%	32.7%	32%	35.6%
Bonus Gap	Apr-22	Apr-21	Apr-20	Apr-19	Apr-18
Mean	47.8%	35%	58.5%	49%	49.9%
Median	46%	47.6%	59%	45.8%	51.4%
% Employee receiving a bonus	Apr-22	Apr-21	Apr-20	Apr-19	Apr-18
Male	90%	93%	67%	92%	89%
Female	93%	100%	51%	83%	83%

Our on-going strategy remains strong:

- Increase gender balance across our workforce
- Encourage female applicants to apply to our vacancies
- Eliminate obstacles to women being offered/ taking a role with us
- Encouraging the women in our population to fulfil their potential in the workplace
- Promoting engineering to a younger generation as a career for all genders

Actions undertaken in FY 2022

- Training undertaken by managers and employees – diversity, equality, and inclusion
- Financial workshops tackling the financial literacy gap and giving the women in our work community financial confidence
- Online menopause workshop with Peppy
- Many team members attended STEM activities and career talks at local schools
- Introduced 10 new apprentices to our business, 20% of which are female
- SMC entered an all-female boat at Milton Keynes Dragon boat festival
- In March 22 on International women's day our male colleagues joined SMC women to celebrate the strength, courage and contribution made by females in our teams



Proportion of males and females by pay quartile April 2022

Quartile	Male	Female
Lower Quartile	69.1%	30.9%
Lower Mid Quartile	84%	16%
Upper Mid Quartile	93.6%	6.4%
Top Quartile	94.7%	5.3%

Targets/Actions for FY 2023

- Continue training our managers and employees on diversity, equality, and inclusion topics
- Run wellbeing events for females in our work community
- SMC have committed to sponsoring a STEM Ambassador award at the MK Education Awards in September
- In September 2023 SMC will be taking part in National Manufacturing Day when we will open our doors to our community, including an all-female workshop showing girls the opportunities for women in engineering
- Continue engagement with local schools as part of their provider access legislation commitments

SMC Corporation is committed to the United Nation's Global Goals for Sustainable Development and we have devised our strategy to close our gender pay gap with these in mind, focusing particularly on goal 4. Quality Education and goal 5. Equality. Because of the shortage of women working in the automation industry we know there is no 'quick fix' to our gender pay gap, but we are making progress and we are determined to ensure we maintain momentum and continue to progress in the right direction.

I confirm that the data reported is accurate and taken from our HR and Payroll records



Kevin O'Carroll

Managing Director, SMC Pneumatics UK Ltd





Thank you