

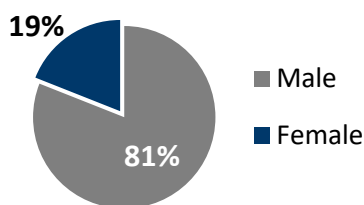
At SPTS Technologies, our ambition is to be the trusted and respected leader in process solutions for the global semiconductor industry. We recognize that our employees are our greatest assets, and we are driven by a core belief that harnessing the benefits of a truly diverse and inclusive culture is key to the longevity and sustainability of the business.

The Semiconductor industry in which SPTS has operated globally for more than 30 years is traditionally male dominated. In the UK SPTS employs just over 300 employees. There are more males than females working for SPTS but we carry out regular, rigorous internal validation checks to ensure that males and females in similar roles are paid comparatively.

### SPTS's internal validation by job level - examples:

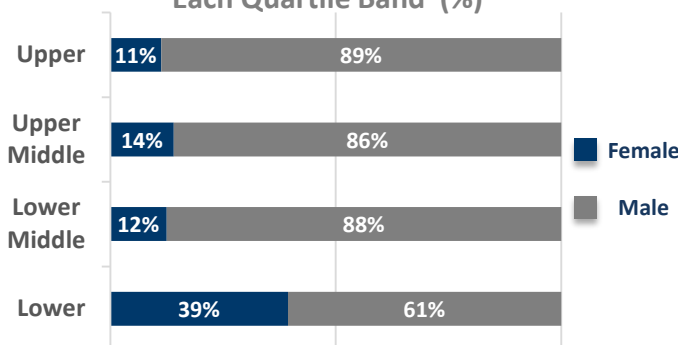
Job Category	% Salary Difference
Engineering Manager	Females 1% higher
Field Engineer	0%
Supply Chain Professional	0%
Graduates	0%

### Gender Split



	Mean	Median
Gender Pay Gap	18%	28%
Gender Bonus Pay Gap	47%	0%

### Proportion of Females & Males in Each Quartile Band (%)



### Key factors

The Semiconductor industry is primarily a male dominated sector which naturally results in a higher number of males being employed in senior management and senior technical roles. Such roles attract high base pay and bonus.

SPTS is confident that females are paid comparatively within the business for the same role. However, within the industry there is a much smaller pool of talent when recruiting females.

SPTS operates a shift pattern in the manufacturing and stores areas with a very competitive shift allowance. These areas of the business are predominately (94%) male which has a significant impact on the gap reported above.

### What is SPTS doing to increase diversity at senior levels?

SPTS currently operates a STEM( Science, Technology, Engineering, Maths) Ambassador programme which enables employees to work with local schools, colleges and universities to promote engineering & STEM with the aim of encouraging more females to enter the industry.

SPTS actively encourages female engineers to attend external recruitment events to act as role models and encourage female applicants.

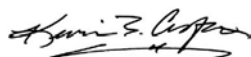
SPTS significantly invests in leadership programmes to ensure employees are best placed to secure internal promotion opportunities.

Flexible working is promoted within the organisation to enable employees to manage activities and responsibilities outside the workplace. SPTS has an enhanced maternity policy to attract and retain employees.

In 2016/17 35% of new hires were female. 25% of the females recruited were hired into technical/engineering roles.

SPTS firmly believes that the activities outlined above and workplace best practices implemented will enable us to achieve the goal of increasing diversity throughout the organisation and ensuring females are employed in key roles at the highest levels of the organisation.

We confirm that the data and information reported is accurate as of the snapshot date of 5<sup>th</sup> April 2017



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