

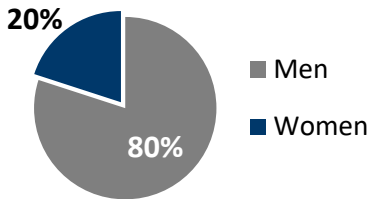
At SPTS Technologies, our ambition is to be the trusted and respected leader in process solutions for the global semiconductor industry. We recognize that our employees are our greatest assets, and we are driven by a core belief that harnessing the benefits of a truly diverse and inclusive culture is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

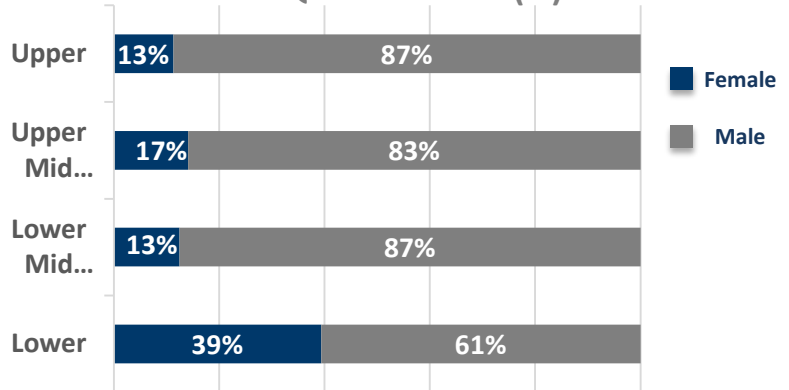
Job Category	% Salary Difference
Engineering Manager	Females 1% higher
Field Engineer	0%
Supply Chain Professional	0%
Graduates	0%

## Gender Split



	Mean	Median
Gender Pay Gap	17%	25%
Gender Bonus Pay Gap	55%	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.

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

The demand for STEM (Science, Technology, Engineering, Maths) skills is very high but the number of females working and studying within STEM related industries within the UK remains low. SPTS continues to operate a STEM 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 encourage female engineers to attend external recruitment events to act as role models and encourage female applicants.

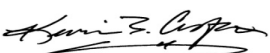
SPTS significantly invests in leadership programmes to ensure employees are best placed to secure internal promotion opportunities.

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 2019 SPTS received a Diversity & Inclusion award from SEMI for demonstrating best practice D&I initiatives for the semiconductor industry.

SPTS firmly believes that the activities outlined above and additional changes implemented in 2018 will reflect continued improvements

We confirm that the data and information reported is accurate as of the snapshot date of 5<sup>th</sup> April 2018



Kevin Crofton  
President, SPTS Technologies  
Corporate EVP, Orbotech



Claire Harrington  
VP – HR