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Gender Pay Gap Report 2023

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SMC Corporation UK Ltd Gender Pay Gap Report

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

Executive Summary:

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, SMC Corporation (UK) Ltd is pleased to present its Gender Pay Gap Report for the financial year 2023, snapshot date 5 April 2023. This report outlines the company's commitment to addressing and reducing the gender pay gap, focusing on the persistent issue of underrepresentation of women in the engineering sector. Additionally, this report highlights initiatives and strategies implemented to narrow the gap.

Introduction

The engineering industry has long been characterised by a significant gender disparity, with a pronounced lack of women in various roles. This underrepresentation is a key factor contributing to the gender pay gap at SMC.



Equal Pay

We follow the calculation method set out by the Government Equalities Office to calculate the Gender Pay Gap at SMC across all quartiles. The snapshot date used is 5 April 2023.

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

Our gap has been reducing since we started publishing figures. This progress is encouraging, albeit at a slow pace (see table). Over the past year, we have seen positive changes, including a 2% increase in the number of women employed across the Company.

We remain focused on addressing the underlying reason for our gender gap which continues to be under representation of women in the engineering industry.

Bonus Gap Challenge

Our gender bonus gap is affected by many male and female employees opting to salary sacrifice their discretionary bonuses into their pensions. While this decision aligns with responsible financial planning, it inadvertently influenced the bonus-related metrics.



Gender Pay Gap	Apr-23	Apr-22	Apr-21	Apr-20	Apr-19
Mean	21.5%	23.8%	24.8%	27.7%	29.5%
Median	25.5%	26%	31%	32.7%	32%
Bonus Gap	Apr-23	Apr-22	Apr-21	Apr-20	Apr-19
Mean	45.9%	47.8%	35%	58.5%	49%
Median	38.6%	46%	47.6%	59%	45.8%
% Employee receiving a bonus	Apr-23	Apr-22	Apr-21	Apr-20	Apr-19
Male	90%	90%	93%	67%	92%
Female	92%	93%	100%	51%	83%

Our ongoing strategy:

- 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 2023

- On International Women's Day 2023 our US and European subsidiaries celebrate International Women's Day holding a TEAMS summit, creating a platform for fruitful discussions on how to promote gender diversity in engineering. Ideas flowed freely as attendees exchanged experiences, challenges, and success stories. Local activity was organized to engage employees on a more personal level. A founder of the charity, Girls in Science, was invited to host an interactive session. Female colleagues gathered to participate in the workshops and discussions focused on being seen and feeling safe in the workplace. It was an opportunity for women to share their experiences, voice concerns, and learn practical tips for navigating professional environments with confidence.

Simultaneously, another corner of the office was buzzing with activity. An inclusive initiative had been set up where both male and female employees could participate. A designated area was adorned with posters and sticky notes, inviting everyone to contribute their thoughts on female inclusion in the workforce. Colleagues of all genders took the time to reflect on the importance of diversity and equality in the workplace.



Proportion of males and females by pay quartile April 2023

Quartile	Male	Female
Lower Quartile	73%	27%
Lower Mid Quartile	79%	21%
Upper Mid Quartile	94%	6%
Top Quartile	92%	8%

- In September SMC sponsored a STEM Ambassador award at the MK Education Awards won by The Bletchley Park Learning Team, Bletchley Park. They offer learning programmes that look at the historical aspect and combines that with sessions specifically on modern issues such as cyber security, online protection, data security and the future of encryption. Their dedicated learning space makes an exciting and real contribution to young people whose access to STEM opportunities has been challenged in recent years.
- Our work experience programme welcomed 10 students in 2023 with 40% female representation.
- On National Manufacturing Day we hosted a tour and talk for two local schools promoting engineering as a career for all genders to students and teachers.
- In 2023 we also achieved an Engineering Apprenticeship Kite mark, gold award. The Make UK backed Engineering Apprenticeships, Employer Kitemark is part of the Engineering Apprenticeships Best Practice Programme and is an endorsement of exemplar employers of Engineering Apprentices.
- We continued to grow our STEM outreach programme collaborating with local schools and college to promote STEM education among girls, encouraging them to pursue careers in engineering.



Targets/Actions for FY 2024

Closing the gap:

Targets and Actions for 2024 to

- Continue to grow our stem outreach programme.
- Review our family policies with recommendations to improve provision, embedding and embracing new legislation in 2024.
- Continue to educate our teams on diversity and inclusion.
- Continued and expand our US and European group “Women in STEM” initiatives focusing on encouraging women and girls to consider a STEM career. As well as developing stronger support and opportunities for the women who are already in our organisation.

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



Kevin O'Carroll

Managing Director, SMC Corporation UK Ltd





Thank you