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Gender Pay Gap Report 2025

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SMC Corporation UK Ltd Gender Pay Gap Report

SMC Corporation (UK) Ltd is dedicated to supporting every employee, regardless of gender, in reaching their highest potential. We are committed to fostering a workplace where equal opportunities are genuinely accessible to all, ensuring that everyone's contributions are valued, abilities are developed, and individuals are empowered to succeed.

Executive Summary:

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, SMC Corporation (UK) Ltd presents its Gender Pay Gap Report for the financial year 2025, snapshot date 5 April 2025. 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.

Introduction

Although the engineering sector has historically been marked by a notable gender imbalance, with women substantially underrepresented across numerous positions, there are signs of progress. However, improvements are not happening as swiftly as required to achieve genuine equality, and this ongoing disparity continues to influence 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 2025.

The gender pay gap and equal pay are distinct concepts. Equal pay ensures that men and women are paid the same for performing the same role, a standard that SMC upholds across the organisation. The gender pay gap is entirely driven by workforce composition, particularly the distribution of men and women across technical, engineering and senior commercial positions.

Gender Pay Gap Figures

In this latest analysis of our organisation's gender pay gap, we observed a significant increase of 13% in the mean gender pay gap and a slighter increase of 1.7% in the median pay gap.

SMC UK's gender pay gap reflects the structure of our workforce rather than differences in pay for the same work. Men and women are paid equally for performing equivalent roles; however, the distribution of men and women across our organisation remains uneven, particularly at senior and technical levels. In 2025, the business underwent a significant restructure at Director and Senior Leadership Team (SLT) level due to the retirement of our Managing Director, who remained with the organisation temporarily in an advisory capacity. As part of this transition, several internal promotions were made to fill key leadership roles all of which were taken up by men. This further increased male representation in the highest-paid leadership positions and has directly influenced the upper quartile gender balance.

Across the wider organisation, men continue to dominate our highest-earning technical, engineering, and senior commercial roles. These positions carry higher market-driven salaries and are often eligible for commission based bonus schemes.



Gender Pay Gap	Apr-25	Apr-24	Apr-23	Apr-22	Apr-21
Mean	36%	22%	21.5%	23.8%	24.8%
Median	30%	28%	25.5%	26%	31%
Bonus Gap	Apr-25	Apr-24	Apr-23	Apr-22	Apr-21
Mean	60%	60%	45.9%	47.8%	35%
Median	59%	75%	38.6%	46%	47.6%
% Employee receiving a bonus	Apr-25	Apr-24	Apr-23	Apr-22	Apr-21
Male	75%	79%	90%	90%	93%
Female	80%	68%	92%	93%	100%



Bonus Gap

The bonus gap reflects the same pattern. Male employees hold the majority of roles linked to revenue generation and performance-based incentives, resulting in higher bonus averages and medians for men. Bonus sacrifice behaviour is present but does not meaningfully alter the underlying trend.

Overall, our 2025 results demonstrate that our gender pay, and bonus gaps are a product of workforce composition rather than unequal pay for equal work. Addressing this imbalance requires increasing female representation in senior leadership, technical engineering pathways, and commercial roles. We remain committed to long-term actions that broaden our talent pipeline, support progression, and create a more gender-balanced organisation at all levels.

Actions undertaken during 2025/26 to address the gender pay gap and promote equality:

- We continued to collaborate with local schools and colleges, with SMC team members actively participating in employability skills workshops, STEM events, and organising visits to our facilities to showcase engineering in action, to attract young people to engineering.
- We actively sought female applications to fill vacancies working with our trusted recruitment partners.
- We completed a legal and structural review of the discretionary bonus scheme to ensure objective, role-neutral application. Voluntary bonus salary-sacrifice options are available to all, enabling women and men to benefit equally from pension contributions ensuring fairness and consistency of our rewards framework.



Proportion of males and females by pay quartile April 2025

Quartile	Male	Female
Lower Quartile	73%	27%
Lower Mid Quartile	79%	21%
Upper Mid Quartile	87%	13%
Top Quartile	93%	7%

Targets/Actions for FY 2026

Closing the gap:

- Improve attraction to technical and sales roles by rewriting job adverts to be more inclusive and highlight full training.
- Promote roles directly to women through targeted referral communications and employee networks.
- Position SMC as an employer supportive of women in STEM through social media, early careers events, and case studies
- Continue to work with colleges and outreach partners to promote engineering as a career pathway for women.

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

Nick Pittwood
Managing Director, SMC Corporation UK Ltd





Thank you