

Gender Pay Gap Report – Plexus Corp. (UK) Ltd.

Plexus’ philosophy is to fairly compensate all employees for their contributions to the Company, with a focus on market-based data, relevant experience and performance when setting the compensation of individuals. Our gender pay gap is strongly influenced by the salaries and gender demographics of our Engineering community, which accounts for more than a quarter of our UK employees. Engineers are predominantly male and their higher salaries relative to other roles significantly increases the average pay for our male employees.

Pay gap and Bonus difference between Male and Female UK Employees

	Mean	Median
Hourly rate of pay	32%	27%
Bonus pay	62%	87%

Proportion of Males and Females receiving a Bonus payment

Male employees paid a bonus	26%
Female employees paid a bonus	21%

Proportion of Males and Females in each pay quartile

Quartile Band	Male	Female
Lower	69%	31%
Lower Middle	54%	46%
Upper Middle	74%	26%
Upper	87%	13%

Pay data for UK employees from the ‘pay period’ including 5th April 2017 (i.e. payments made in the month of April 2017), as specified by the UK regulations. 502 employees were included.

Confirmed as accurate by Denis Kerr, Director – March 2018