

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	31%	21%
Bonus pay	59%	0%

Proportion of Males and Females receiving a Bonus payment

Male employees paid a bonus	96%
Female employees paid a bonus	98%

Proportion of Males and Females in each pay quartile

Quartile Band	Male	Female
Lower	62%	38%
Lower Middle	58%	42%
Upper Middle	74%	26%
Upper	84%	16%

Pay data for UK employees from the 'pay period' including 5th April 2018 (i.e. payments made in the month of April 2018), as specified by the UK regulations. 581 employees were included. In the 2018 pay period, all employees were paid a one-off bonus.

Confirmed as accurate by Denis Kerr, Director – March 2019