



# UK GENDER PAY GAP REPORT 2024



## WHAT IS THE GENDER PAY GAP?

Equal pay and the gender pay gap are not the same. Equal pay means that men and women doing the same job should be paid similarly, taking relative qualification, tenure and experience into consideration, whereas a gender pay gap is determined by comparing the gross earnings of all men with those of all women in a company, irrespective of their roles or seniority. This means that a company with a higher proportion of men in senior roles will have a larger gender pay gap as senior roles are paid at higher rates, and vice-versa if a company has a higher proportion of women in senior roles.

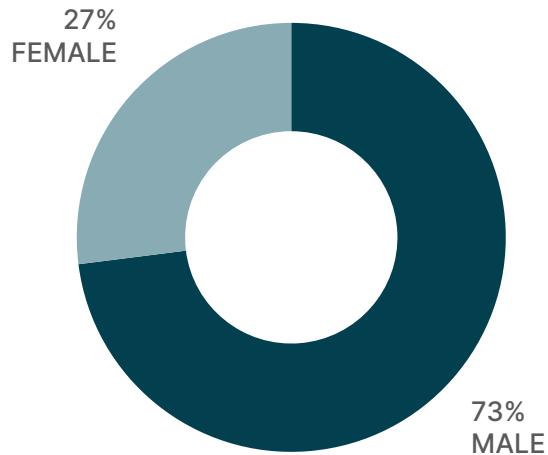
## PLEXUS GENDER PAY GAP

Plexus pays all team members equitably for their contributions to the company. We focus on market data, relevant experience and performance when determining compensation. We apply these compensation principles fairly and equally to male and female team members.

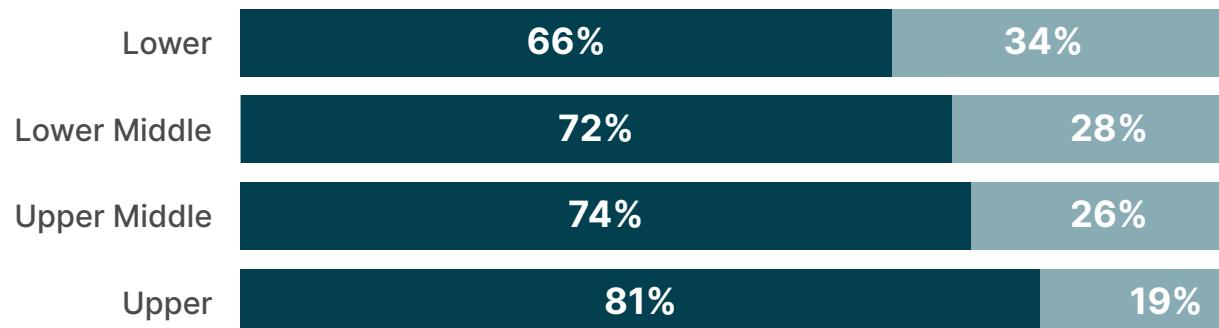
Plexus UK's gender pay gap is driven by two factors. Firstly a higher proportion of males hold senior roles and secondly a higher proportion of males are prevalent in generally higher paying engineering roles. We have initiatives in play to address our gender pay gap. Information on those and other Diversity and Inclusion goals and initiatives are contained in this report.

# OUR RESULTS

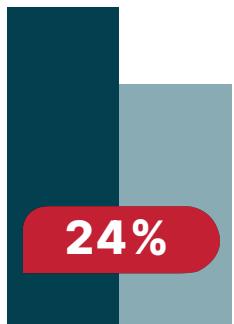
## 2024 MALE/FEMALE SPLIT



## PROPORTION OF MALES/FEMALES IN EACH PAY QUARTILE

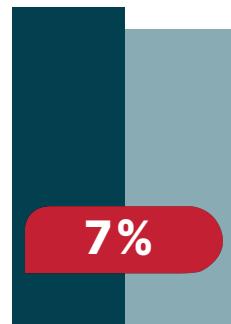


## 2024 HOURLY PAY RATE



### MEAN

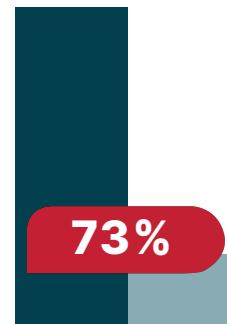
Mean pay gap in hourly pay between the male and female employees.



### MEDIAN

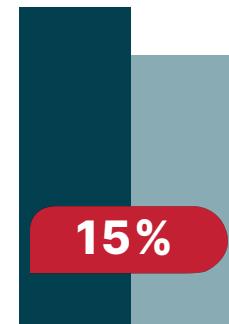
Median pay gap in hourly pay between the male and female employees.

## 2024 BONUS PAY RATE



### MEAN

Mean bonus pay gap between the male and female employees.



### MEDIAN

Median bonus pay gap between the male and female employees.

**In 2024, 35% of male and 44% of female team members received a bonus.**

Mean: The average value in a collection of numbers.

Median: The middle number in a sorted, ascending or descending, list of numbers.

Confirmed as accurate by Steven Thomson, Director, February 2025

# PLEXUS' GENDER PAY GAP GOALS

## INCREASE FEMALE REPRESENTATION IN SENIOR MANAGEMENT ROLES

To address this meaningfully and sustainably will take time. It will be the result of strengthening female representation at all management levels across Plexus, to increase the number of female candidates for senior management roles over time. We are addressing this by implementing changes in our recruitment and selection processes, providing more opportunities for female team members to participate in leadership development programmes and through the formation of Employee Resource Groups (ERGs) to support women in their careers at Plexus.

## INCREASING THE NUMBER OF FEMALE ENGINEERS IN OUR UK DESIGN CENTRE

According to the most recent data from Engineering UK, the number of women working in engineering and technology has dropped by 38,000 from 16.5% of the 2022 workforce to 15.7% of the 2023 workforce. This significantly impacts the availability of female engineering talent in the market. The solution therefore needs to be long term and systemic. To help to address this imbalance, Plexus UK is focusing on supporting STEM initiatives that encourage and support young girls to study further in STEM subjects. We are also encouraging female candidates to apply for our engineering internship and graduate programmes.



# STEPS TAKEN TO ADDRESS OUR GENDER PAY GAP

We are adopting a multi-faceted approach to address our gender pay gap, through focusing on meaningful and sustainable improvements in our Diversity and Inclusion (D&I) initiatives. Our activity centres around 5 key focus areas. Key achievements and initiatives in each are summarised below and on [page 6](#).

## LEADERSHIP

We set ourselves the goal to increase female representation in Director and above roles. We are encouraged by the steady increase in the number of women in leadership positions year on year, which has played a part in influencing our gender pay gap over time.

We focus on gender distribution in our succession pipeline, through increased focus on diversity in our talent reviews. We're making good progress, with females constituting 31% of successors for leadership roles vs. 20% in 2022.

## TALENT ACQUISITION

Using diverse interview panels to ensure that diversity is reflected at every stage of the Plexus hiring process.

Hiring managers and recruiters are trained on D&I to identify possible unconscious bias in the recruiting process.

Expanding our recruitment outreach, including Women in Engineering groups.

Focusing on strong gender and cultural diversity in our internship programme, graduate apprenticeship path and graduate hiring.

## TALENT DEVELOPMENT

Focusing on gender and cultural diversity for our leadership development programmes.

Inclusive leadership training is provided to all people leaders.

# STEPS TAKEN TO ADDRESS OUR GENDER PAY GAP

## CULTURE

Encouraging our team members to participate in outreach activities at local schools and universities, to promote engineering careers. As part of our STEM involvement we have partnerships with local schools, colleges and universities, partnering with their STEM groups to inspire young people of all ages and genders to opt for a career in engineering.

Our Plexus Women in Network (WiN) employee resource group has been active in the UK since 2022. WiN's mission is to:

- champion the advancement of women in their professional and personal development through various career and life stages;
- to inspire women to achieve their ambitions, and
- to promote a culture that fosters development, and increases productivity and engagement.

In pursuit of this mission, in 2024 WiN introduced flash networking to help female employees build new connections across our organisation and hosted a number of leadership development workshops. WiN are also continuing their outreach into the community supporting Women in Business in the Scottish Borders, and hosting events for Women's Enterprise Scotland.

## PAY & BENEFITS

Following enhancements to our UK parental leave (maternity, paternity and adoption) in 2022, we continue to review our benefits to support and reward our diverse team and enable us to attract diverse talent.

Our reward and recognition programmes reinforce our focus on creating a diverse and inclusive workplace.

# DIVERSITY AND INCLUSION IS BUILDING BELONGING AT PLEXUS

At Plexus, we are committed to our vision that is rooted in the wellbeing and inclusive engagement of our team members, our customers, their end users and our communities. People are at the heart of who we are and what we do.

At Plexus, the experience of our people is deeply connected to our values and grounded in our history of always doing the right thing. We foster an inclusive environment by building a sense of belonging. We value each team member, embrace diversity, and promote teamwork to achieve extraordinary outcomes together. This commitment is woven into everything we do. Together, we build trust and thrive because people remain at the heart of who we are and what we do.





**WE HELP CREATE THE PRODUCTS THAT BUILD A BETTER WORLD**