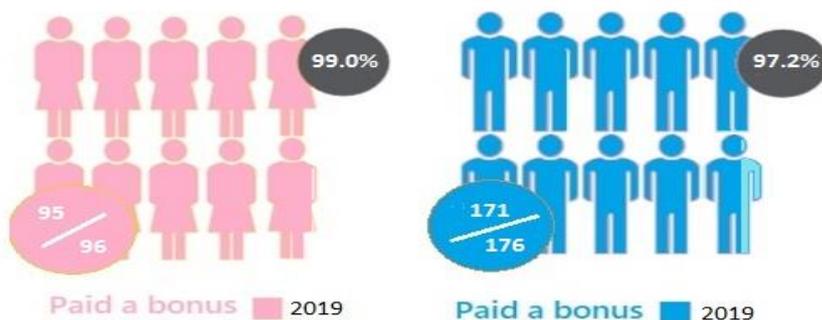


## Flextronics Global Services (Manchester) Ltd Gender Pay Gap Report 2019

Flex is committed to providing a workplace for all of its employees that provides equal employment opportunities and equitable compensation opportunities for all. We recognise the value in having a diverse and inclusive workforce and are committed to improving the diversity of our employees.

### Gender Pay and Bonus Gap

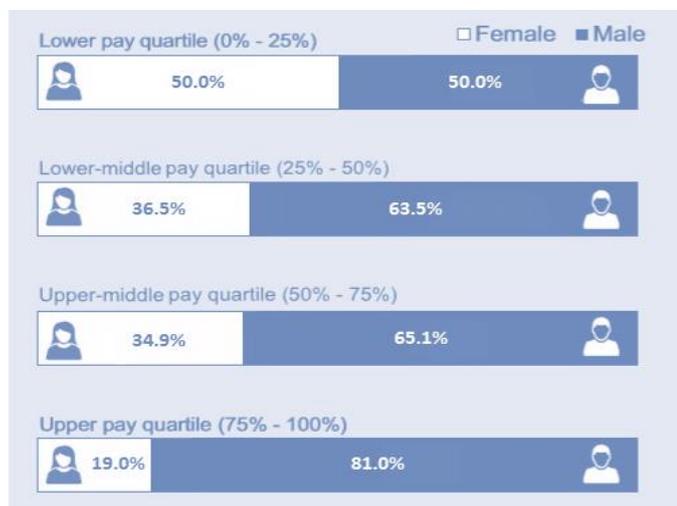
	Mean	Median
Gender Pay Gap	27.4%	16.6%
Gender Bonus Gap	62.2%	49.7%



Our median gender pay gap is lower than the UK Median National Gender Pay Gap in 2018 of 17.3%. The shape of our workforce drives our pay and bonus gap.

### Pay Quartiles

Proportion of males and females in each pay quartile.



Overall females account for 35% of our workforce and male 65%

Our gender pay gap is largely driven by the gender distribution of employees, with more female staff in support roles and more males in warehousing, global and senior management roles.

### Observations

- Our mean Gender Pay Gap in hourly pay has improved over the last year from 27.9% to 27.4%
- Our mean Gender Pay Gap in bonus pay has improved over the last year from 62.8% to 62.2%
- Our median Gender Pay Gap in bonus pay has improved significantly over the last year from 80% to 49.7%
- The percentages of both male and female employees receiving a bonus has increased
- The Non-site group continues to impact the overall gap with 90% of this population being made up by men
- The two legal directors are made up of one male and one female, giving an equal gender split
- The Senior Management team 67:33 percentage split remains at a similar level to the overall employee distribution for Flextronics Global Services (Manchester) Ltd

We will maintain our commitment to working towards improving our Gender Pay Gap through the implementation of a Gender Pay Gap Action Plan during 2020 and conducting further internal analysis by department to monitor and improve understanding of the issues and how best we can achieve a long term, continuous improvement.

Our figures have been calculated in line with the regulations set out in the UK Gender Pay Gap reporting legislation. We confirm that these figures have been verified and are accurate.

**Mike Meades**  
Director

**Stephanie Shaw**  
Director