

Flextronics global services (Manchester) Ltd gender pay gap report 2020

Flex is committed to providing a workplace for 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	30.3%	18.1%
Gender Bonus Gap	49.1%	77.5%



Employees based in the UK either support site operations or corporate functions. HR and payroll records are administrated by the local site for all UK employees.

Our median gender pay gap overall in the UK is slightly wider than the UK Median National Gender Pay Gap in 2020 of 15.5%. The shape of our workforce drives our pay and bonus gap. The Corporate function group in the UK continues to impact the overall gap with 85.7% of this population being made up by men. However, the median for the local operation is 13.3%, which is better than the national average. We have actively been addressing the Gender Pay Gap as detailed below, and we expect these improvements to have an impact in the 2021 report, reportable in April 2022.

PAY QUARTILES

Proportion of males and females in each pay quartile.



Overall females account for 39% of our workforce and male 61%, which is a 4% improvement from 2019.

OBSERVATIONS

- Our mean Gender Pay Gap in hourly pay has widened over the last year from 27.4% to 30.3%



- Our mean Gender Pay Gap in bonus pay has improved significantly over the last year from 62.2% to 49.1%
- The percentages of employees receiving a bonus is the same for both genders
- The Lower and Lower Middle Quartiles are now almost equal with male and female employees
- Further analysis has shown that at site level our Median Gender Pay Gap for Hourly Pay is 13.3%, compared to the Company median of 18.1%
- The two legal directors are now both male
- The Warrington site percentage split is 58:42, which is an improvement on 2020 where 62% of our site population was male and 38% was female

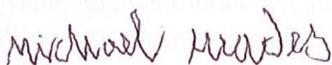
AREAS OF IMPROVEMENT

We have recently made positive changes that will impact our Gender Pay Gap but we acknowledge that we won't see the impact of these until the 2021 report. These include:

- The Business Unit Manager has been promoted to Business Unit Director and the HR Manager has been promoted to HR Director. Three out of seven directors are now female, an increase of 14% to 43%.
- The number of females on the Senior Management Team has increased from 34% to 44% following a promotion in Finance
- We have improved the bonus imbalances across grades and departments
- We have promoted two female Customer Care Team Leaders to Senior Team Leaders
- We have promoted a female to the role of Service Delivery Manager, following the award of a new contract
- We have promoted a female Team Leader to a Senior Team Leader in Operations
- Overall, this has increased our female Senior Team leaders from 0% to 60% in the last 12 months

We will maintain our commitment to working towards improving our Gender Pay Gap through the implementation of a comprehensive action plan throughout 2021. As part of this we will conduct further internal analysis by department to monitor and improve understanding of the issues and how best we can achieve a long term, continuous improvement to address imbalance.

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



David Stewart, Director

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