



2023

SANMINA IRELAND

GENDER PAY GAP REPORT

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. Sanmina Ireland's gender pay gap statistics are based on every employee working from June 10, 2022 to June 9, 2023.



SANMINA

ABOUT US

SANMINA IRELAND

Sanmina Corporation, a Fortune 500 company, is a leading global provider of integrated manufacturing solutions, components, products and repair, logistics and after-market services.

We provide these comprehensive offerings primarily to original equipment manufacturers (OEMs) in the following industries: industrial, medical, defense and aerospace, automotive, communications networks and cloud infrastructure.

The company's headquarters are in San Jose, California and it services customers from 21 countries on four continents. The Fermoy facility was established in 1989.



TIM HYDE

Vice President &
Plant Manager



At Sanmina Ireland we are committed to providing a culture that is diverse and inclusive where all our employees have equal opportunity to realize their goals. We strongly believe that diversity enhances our business, when we bring together people with different experiences, viewpoints and backgrounds.

This report is an important metric to share insights and ensure we use all initiatives at our disposal to support women across our organization.

With this important data, we will continue to develop and set goals to reduce this gap.



The Gender Pay Gap is very prevalent in businesses today and Sanmina is no exception. Our culture in Sanmina offers our employees many opportunities to grow and develop.

We are committed to bridging the gap and supporting women in STEM, in leadership and senior roles.

We continue working towards the introduction of more family friendly policies, creating the same opportunities, training and guidance for the women in Sanmina to ensure we have more representation across all career levels in the organisation.



LISA O'BRIEN

Head of Human
Resources

GENDER PAY GAP

SANMINA IRELAND

GENDER PAY GAP	
MEAN	MEDIAN
39%	46%

GENDER BONUS GAP	
MEAN	MEDIAN
24%	66%

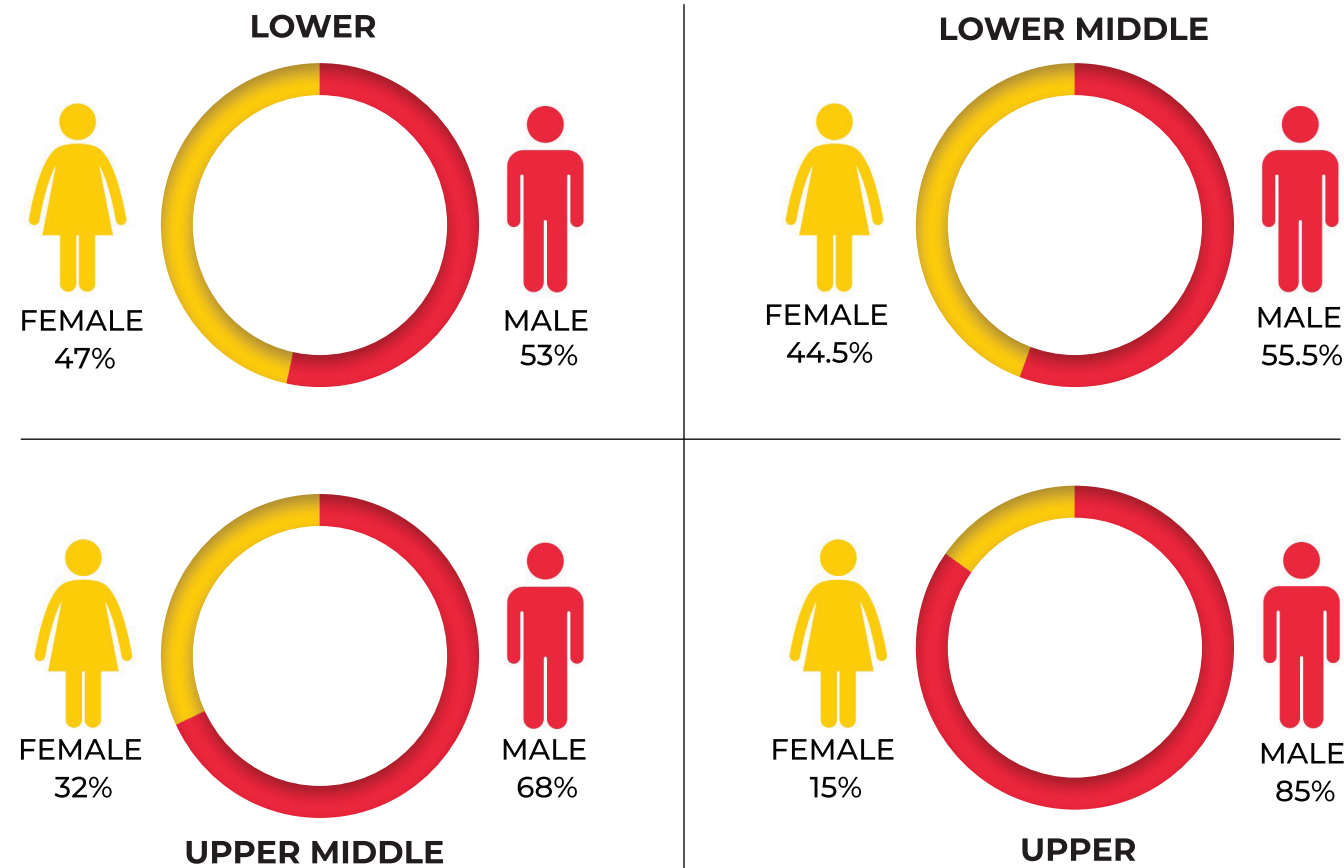
Why do we have a gender pay gap?

On further analysis of these results the gender pay gap highlights there is a higher proportion of men than women in management positions.

Why do we have a gender bonus gap?

The gender bonus gap is due to less females in management and senior positions in the company.



DISTRIBUTION OF FEMALE AND MALE EMPLOYEES BY QUARTILE



GENDER REPRESENTATION

SANMINA IRELAND

PERCENTAGE OF FEMALES AND MALES IN DIFFERENT ROLES

FEMALE 	MALE 
SENIOR LEADERSHIP	SENIOR LEADERSHIP
22.2%	77.7%
PEOPLE MANAGERS	PEOPLE MANAGERS
30.7%	69.3%
NON PEOPLE MANAGERS	NON PEOPLE MANAGERS
33.15%	66.85%
OVERALL EMPLOYEES	OVERALL EMPLOYEES
32.5%	67.7%

ACTION PLAN 2024 - WHAT WE ARE WORKING TO ACHIEVE



The representation of women at all levels in Sanmina Ireland remains low and we are committed to a range of actions to address this.

FEMALE EMPLOYEES	MALE EMPLOYEES
32.5%	67.7%

We are committed to:

- Actively working towards increasing the recruitment of women at all levels of the organisation, from entry level positions to leadership roles.
- Implementing mentorship programs and professional development initiatives specifically tailored to women in order to foster their career growth and advancement within the industry.
- A focus on creating a supportive and inclusive workplace culture that encourages the retention and advancement of women.



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