



Cirrus Logic Gender Pay Gap Report 2017 • United Kingdom

**Equality**

Diversity Driving  
Innovation



*“Cirrus Logic is dedicated to hiring and developing a thriving global workplace that values each individual and their contributions to our success, regardless of their position, gender or ethnicity. The key to this is continuing to build on our recognised outstanding corporate culture based on fairness and inclusion, where our employees feel proud to work here and are committed to the company’s success. As part of our efforts, we regularly review our processes to ensure they adhere to our core principles of equality in the workforce.”*



**Jo-Dee M. Benson**  
Vice President and  
Chief Culture Officer

## STATISTICAL ANALYSIS

(reported in the required six areas)

*We are required to report the statistics for Cirrus Logic International Semiconductor Ltd., as we employ more than 250 people in the United Kingdom. The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”). These figures represent our employee data as of 5 April 2017.*

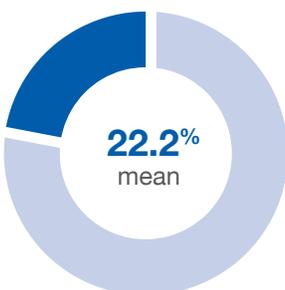
The gender pay gap is an equality measure that demonstrates the difference in average earnings between men and women. The regulations aim to address the gender pay gap that exists in organisations and provide transparency around gender pay gap differences.

Organisations with more than 250 employees are required to report to the UK government the gender pay gap in six different ways: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women according to quartile pay bands.

The calculation behind the gender pay gap is not the same as equal pay. Equal pay is the difference in the actual earnings of men and women doing equal work.

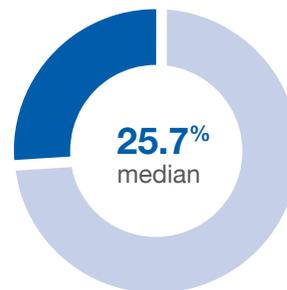
Cirrus Logic is committed to addressing the gender pay gap working with the UK government and other relevant bodies to educate, train and attract more women to STEM (Science, Technology, Engineering and Maths) related fields. We are also committed to, and conform to, equal pay for equal work. We believe the gender pay gap shown in this document originates from the limited availability of female technology talent, which is currently an industry-wide challenge.

### MEAN GENDER PAY GAP



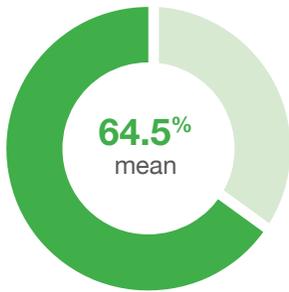
The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

### MEDIAN GENDER PAY GAP



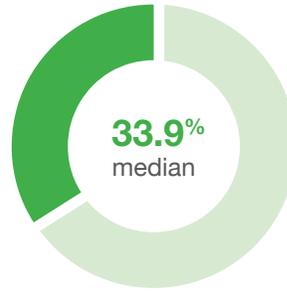
The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

## MEAN BONUS GENDER PAY GAP



The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

## MEDIAN BONUS GENDER PAY GAP

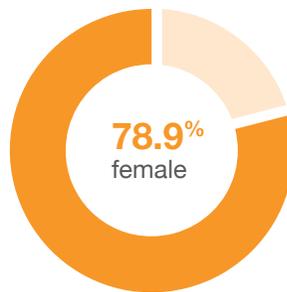
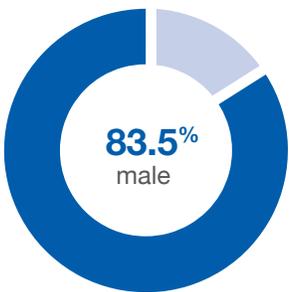


The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

*The darker color represents the gender pay gap*

## PROPORTION OF MALES/FEMALES RECEIVING BONUSES

The proportions of male and female relevant employees who were paid bonus pay.

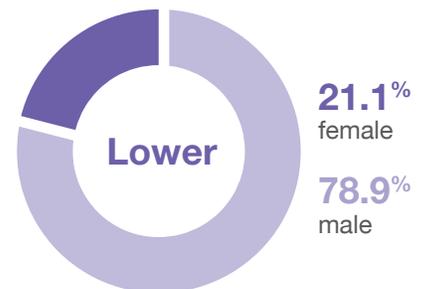
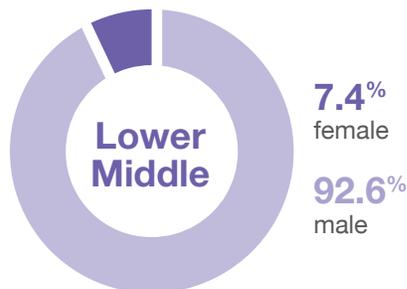
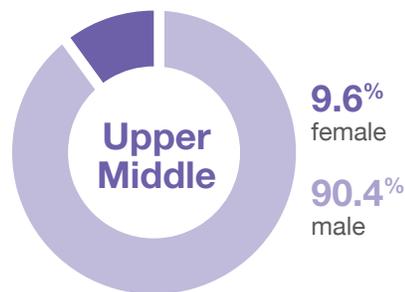
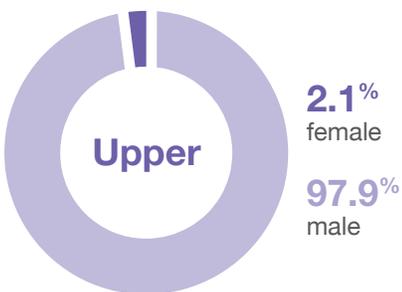


**100% of our permanent employees participate in an incentive bonus plan.**

*During the reporting period, our bonus plan policy for eligibility was updated. All new hires are now eligible for the incentive bonus plan beginning on their first day of employment.*

## MALE AND FEMALE EMPLOYEES BY PAY QUARTILE

The proportions of male and female full-pay relevant employees in the upper, upper middle, lower middle, and lower quartile pay bands.



### INDUSTRY-WIDE CHALLENGE:

Females comprise only 11% of the UK's engineering workforce.

*Source: wes.org.uk*

# Summary

One of the main drivers contributing to the male/female gender pay gap originates from the lack of women pursuing careers in STEM-related industries (including the semiconductor industry) compared to other fields.

Cirrus Logic has prioritised three key areas to continue to focus in response to our 2017 Gender Pay Gap results. These objectives have been developed to describe our overarching focus as we will continue to make and form as part of our overall commitment to workforce diversity.

## OBJECTIVE 1 – RECRUITMENT

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The search for top-tier engineering talent to help drive our corporate business strategy and our focus on innovation requires that we search far and wide for candidates from all backgrounds to be a part of our global team. In that process, we take into account all perspectives in order to find the right individuals for the job.

### Activities:

- » Continue to review and monitor our recruiting processes while working closely with hiring managers and seek out candidates that can help us grow a strong, diversified workforce.
- » Work with our managers and business leaders to continue the recognition of diverse perspectives in building our workforce.
- » Continue to promote externally our career opportunities to ensure we attract the best candidate pools of diverse talent for our open positions.
- » Provide opportunities, programmes and an environment that attracts female technologists to careers at Cirrus Logic.

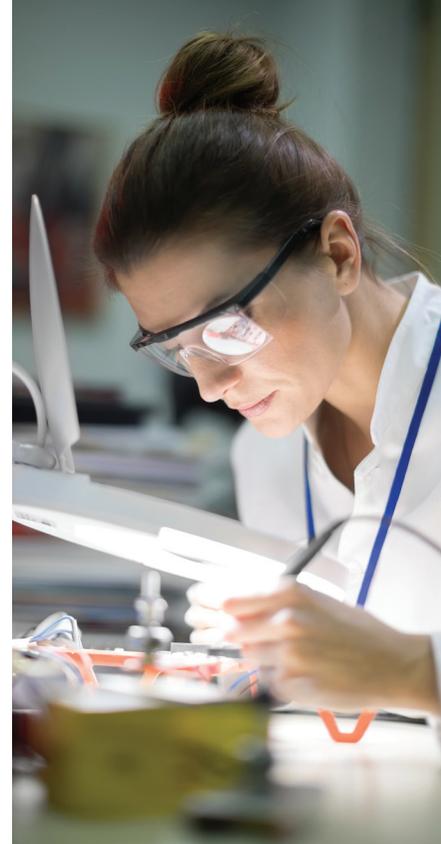
## OBJECTIVE 2 – DEVELOPMENT

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Deliver appropriate learning and development opportunities to ensure that a pipeline of suitably experienced and capable candidates are available for consideration for promotion to more senior roles, with a focus on under-represented groups.

### Activities:

- » Develop supporting material highlighting the potential career paths at Cirrus Logic.
- » Provide access to mentoring, training and development opportunities to encourage and promote progression for senior roles.
- » Establish a network of groups across our offices to support the career development of staff by helping address the issues in both their work and personal life that could impact their opportunities to pursue higher level roles within the organisation.
- » Support our female engineers by sponsoring their attendance at conferences, such as the Women in Science and Engineering (WISE) Conference and the IEEE Women in Engineering International Leadership Conference.
- » Encourage our female engineers to actively participate in the Society of Women Engineers (SWE), WISE, and Women's Engineering Society (WES) as members and provide sponsorship of local events.
- » Provide opportunities for our engineers to earn additional compensation by securing patents for innovative technological approaches.



## OBJECTIVE 3 – GUIDING FUTURE TALENT

Cirrus Logic understands that in the next 10 to 20 years the gender gap will close significantly if we inspire the young women of today to stay in STEM-related fields. We believe that it's important to support various activities and organisations to impact more women to choose career paths in engineering and technology-related fields.

### Activities:

- » Conduct "People Like Me" training for Cirrus Logic engineers through Women in Science and Engineering (WISE). This revolutionary research-based campaign allows our engineers to help young women understand their strength, aptitude and engagement with inspirational role models who share similar interests and to pursue careers in STEM-related fields.
- » Participate in the International Women in Engineering Day media campaign.
- » Advocate that our employees inspire change by participating in the #9PercentIsNotEnough Conference to provide a platform for sharing best practices on how to inspire, attract, recruit and retain women in the fields of engineering and technology.
- » Conduct a bi-annual International Innovation Conference to enable the sharing of ideas and future innovation.



- » Sponsor and participate in STEM Scotland to bring together a variety of stakeholders that will allow delegates to explore the latest educational developments and champion best practices.



- » Sponsor and participate in STEM in Schools to improve the number of graduates with the qualifications and desire to go into STEM-related careers.



- » Work with the Women's Engineering Society (WES) Student Conference to create a Hardship Fund for students, providing support to female engineering undergraduates who have met unforeseen financial hardship during their studies.



- » Cirrus Logic is an annual major sponsor of the Edinburgh International Science Festival, hosting educational activities for the general public, and Cirrus Logic employees and their families.



- » Annual host of the Cirrus Logic Kids Engineering Day for its employees and their families, to include onsite STEM-related workshops and hands-on audio technology experiments.

## Confirmation

We confirm that Cirrus Logic is committed to the principle of gender pay equality and has prepared its 2017 Gender Pay Gap results in line with mandatory requirements.

### Cally Burgess

Human Resources Manager  
Cirrus Logic International Semiconductor Ltd.  
March 2018

### Allan Hughes

Vice President  
Cirrus Logic International Semiconductor Ltd.  
March 2018



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