



MOVES THE WORLD OF CONSTRUCTION

# Our 2020 Gender Pay Gap Report

We are an employer required by law to carry-out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our company. It will not involve publishing individual employee data.

This information is based on data as at 5<sup>th</sup> April 2020.

At this date our employee demographic was 97.2% male and 2.8% female.



# What is a gender pay gap and how is it calculated?

- If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, **the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man.**
- Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.
- **The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company.**
- **This is different from ‘equal pay’**, which is the difference in pay between men and women who carry out the same or similar jobs.



# Our results

Difference between men and women	TSW Mean Average	UK Average Mean Average	TSW Median Middle	UK Average Median Middle
Gender pay gap	10.1%	14.6%	9.8%	15.5%

The company's results are better than the UK average, on both the mean and median measures.

Over the last year, the mean hourly gender pay gap has moved from 13.0% in 2019 as a result of internal promotion in the female pool, based on a lower population in that pool.

On the median hourly gender pay gap it has moved from 15.1% as a result of the comments mentioned above.

In terms of our employee profile, the company is predominantly male (97.2%), due to the heavy engineering, shift-working environment, on a very old site.

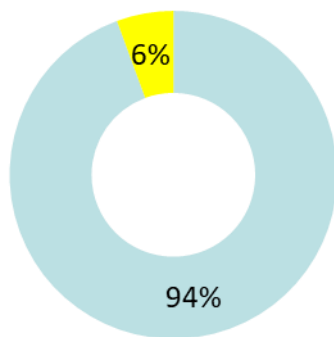
As a result, the low number of female employees (2.8%) tend to be in more flexible, administrative roles in finance, H.R., sales and reception.



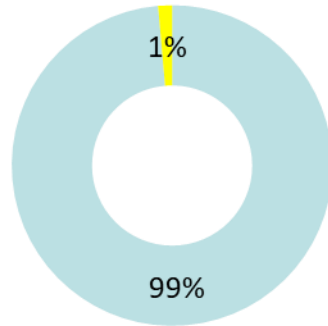
# Pay quartiles

Pay quartiles show the distribution of earnings when looking at pay. The workforce is divided into four equal groups ranging from the lowest to highest paid individuals.

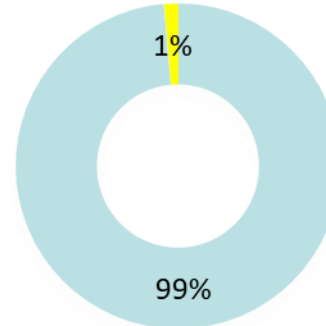
Proportion of male and female employees according to quartile pay bands.



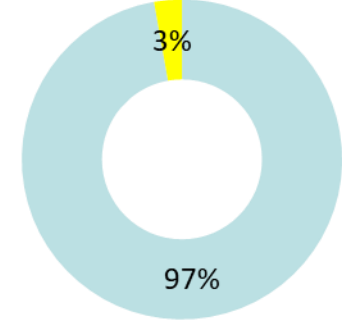
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile

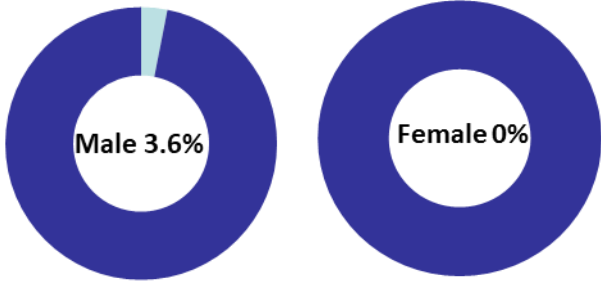


Upper Quartile



# Mean & Median Bonus Gap

Mean bonus pay gap	Median bonus pay gap
100%	100%



Proportion of people receiving a bonus

In relation to bonuses, the gender pay gap is a result of the employee demographics in the business.



# Summary

The statistics included in this report and the explanations around our employee profile and our working environment are reflected in our results.

We are confident that men and women are paid equally for doing equivalent jobs in our business.

We actively encourage females to apply for our roles in the factory, however due to the heavy nature of the work and working environment, this is proving particularly challenging.

We will continue to try to alter this heavily male-dominated environment, ensuring our job adverts are gender neutral and that talent is promoted on a gender neutral basis.

I confirm the information published in this report is accurate.

A handwritten signature in black ink, appearing to read 'Alan Logan', with a stylized flourish at the end.

**Alan Logan**

**Finance Director**