



MOVES THE WORLD OF CONSTRUCTION

Our 2017 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 5th April 2017.

At this date our employee demographic was 96% male and 4% 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	17.6%	17.4%	9.8%	18.4%

The company's results are consistent with the UK average on the mean measure and considerably better than the UK average on the median measure.

In terms of our employee profile, the company is predominantly male (96%), due to the heavy engineering, shift-working environment, on a very old site.

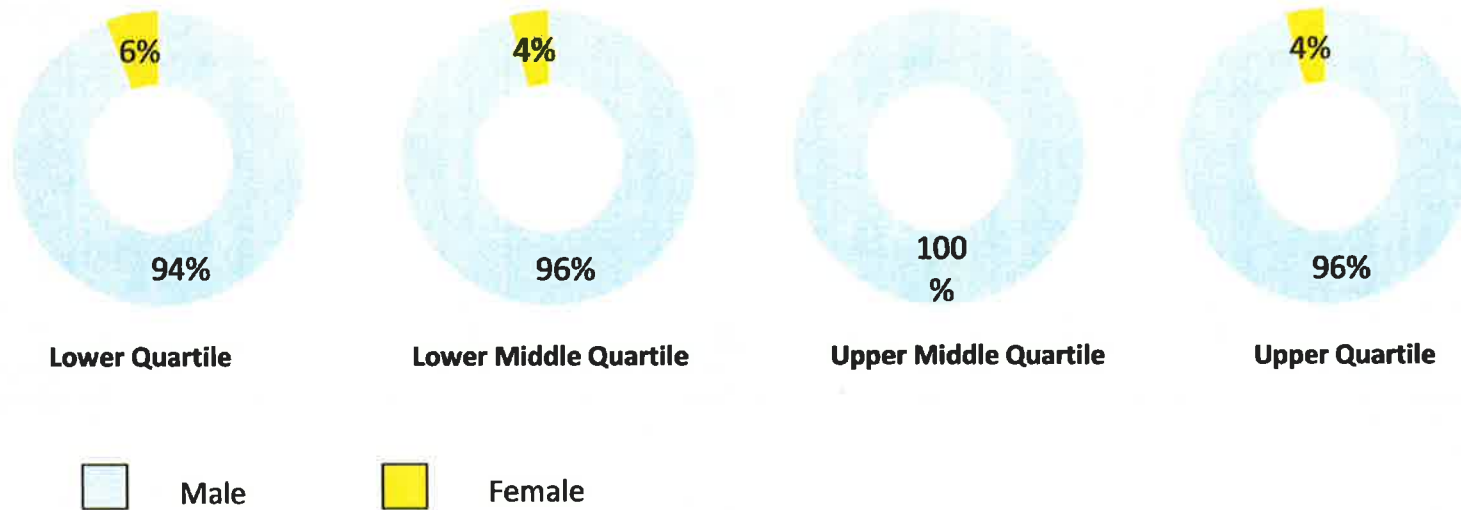
As a result, the low number of female employees (4%) tend to be in more flexible, administrative roles in finance, H.R., sales and reception.



Pay quartiles

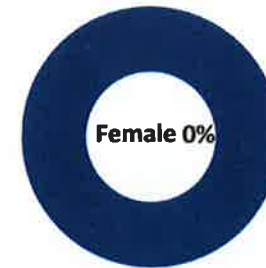
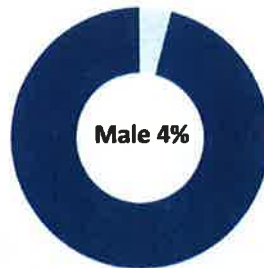
Pay quartiles show the distribution of earnings when looking at pay. The workforce is divided into four equal groups ranging from the lowest to highest paid individuals.

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



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

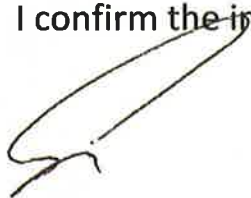
The statistics included in this report and the explanations around our employee profile and our working environment are reflected in our results.

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', is written over the text 'I confirm the information published in this report is accurate.'

Alan Logan
Finance Director