



Tyman plc 2018 Gender Pay Gap Report

Tyman plc is a leading manufacturer and supplier of engineered components to the door and window industry, with businesses around the world.

Under UK legislation, all organisations with 250 employees or more, are required to publish data which demonstrates the pay differential between male and female pay.

In the UK, Tyman has two operational divisions, ERA and SchlegelGiesse and a small Group head office. Not one of these entities has a payroll that exceeds 250 employees. At present, there is no legal requirement for any one of these employing companies to publish their pay differential data.

However, it is recognised there are benefits to Tyman in compiling and publishing this information. In addition, Tyman expects that in future years it may have a legal requirement to report this data, this will in part be determined by the size of the payrolls within any one Division.

These results demonstrate that despite the high number of males in each pay quartile in comparison to the number of female employees, both the mean difference at 21.0 per cent. and the median difference at 11.0 per cent. compares favourably to the national gender pay gap median of gross hourly earnings which is 21.9 per cent. for all employees in manufacturing industry¹.

The data highlights the challenges Tyman faces when looking to attract females into a traditionally male manufacturing organisation. The proportion of female employees in the Tyman workforce in the UK is 26.0 per cent., with the majority of females employed by the Group working in support, light assembly or warehousing activities.

Employment policies

The Group is committed to supporting employment policies and practices that make provision for equal opportunities and non-discrimination, and that comply with relevant local legislation and accepted employment practice codes.

Tyman's employment policies and practices aim to ensure that an individual's skills, experience and talent are the sole determinants in recruitment and career development rather than age, beliefs, disability, ethnic origin, gender, marital status, religion and sexual orientation.

Tyman is committed to ensuring that equivalent roles within each of its Divisions receive appropriate and equivalent remuneration. Accordingly, the Group's employment policies, human resource systems and processes are focused on attracting and developing as diverse a workforce as possible.

¹ Annual Survey of Hours and Earnings (ASHE), Office for National Statistics 2016

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Reporting Tyman's gender pay gap

The results shown below are the aggregation of the UK employees of the ERA and SchlegelGiesse Divisions together with the Tyman plc Head Office, totalling just over 500 employees as at 5 April 2017.

The UK Government gender pay gap regulations asks for four sets of data:

1. Reporting differences in mean and median pay between males and females, calculated on the basis of equivalent hourly pay rates.

Mean hourly pay difference between male and female employees	21%
Median hourly pay difference between male and female employees	11%

2. Reporting the distribution of males and females between pay band quartiles, calculated using the range of hourly pay rates.

Lower quartile pay band	Male	66%
	Female	34%
Lower middle quartile pay band	Male	73%
	Female	27%
Upper middle quartile pay band	Male	78%
	Female	22%
Upper quartile pay band	Male	78%
	Female	22%

3. Reporting the differences in mean and median bonus pay between males and females.

Mean difference between male and female bonus payments	81%
Median difference between male and female bonus payments	42%

4. Reporting the proportion of males and females receiving bonus pay in a year.

Proportion of male employees receiving a bonus payment	15%
Proportion of female employees receiving a bonus payment	14%
