

Tyman plc 2022 Gender Pay Gap Report

Tyman plc ("Tyman" or the "Group"), is a leading international supplier of engineered components and access solutions to the construction industry, with businesses around the world.

Overview

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, Tyman UK & Ireland and Tyman International, as well as a small Group head office. This report is the consolidation of all UK payrolls in 2021 and shows gender pay gap statistics relating to Tyman plc and all the relevant UK employees of Tyman plc, ERA Home Security Ltd and Schlegel Limited.

Tyman UK & Ireland, being a distinct and separate legal entity (ERA Home Security Ltd), also reports its own pay gaps. The full Tyman UK & Ireland report for 2021 may be found on its website at www.erahomesecurity.com.

This year's report reflects the continuing impact of the pandemic on the Group's employees' remuneration because the 2020 management bonus scheme, which would have been payable in March 2021, was cancelled early in 2020 to reflect the wider stakeholder experience. However, sales bonus payments were paid to six members of the sales team in 2021 (four women and two men) because commissions form an integral part of their remuneration.

The mean hourly pay difference between male and female workers in 2021 of 3.6% compares favourably against previous years' figures (**2020:** 3.9%, exc. furloughed workers; 10.3%, inc. furloughed workers; **2019:** 13.5%). This was because of a rise in the proportion of women represented in the upper middle and upper quartiles of the pay band; at the snapshot date, the Group CEO and both the President and the CFO of Tyman UK & Ireland were all women.

The 2021 median hourly pay difference between male and female workers of 11.0% also compares favourably against the previous years' figures, when including furloughed workers in 2020 (**2020:** 4.0%, exc. furloughed workers; 22.0%, inc. furloughed workers; **2019:** 14.0%). This reflected the fact that women formed a smaller proportion of the lower quartile of the pay band and a greater proportion of the upper middle and upper quartiles of the pay band. This is because a greater proportion of men than women in the lower quartile pay band left Tyman UK & Ireland upon the sale of the Ventrolla business in 2020.

Employment Policies

On the snapshot date of 5 April 2021, the proportion of female employees in Tyman's UK workforce was approximately 28.0% (**2020:** 26.6%), with most of such women working in support, light assembly, customer service or warehousing activities.

As enshrined in the [Group's Diversity & Inclusion Policy](#), the Group is committed to supporting employment policies and practices that ensure that all decisions involving people (including recruitment, reward and people development) are made based on objective assessment that reflect talent, engagement and achievement, and are not subject to any form of bias.

Tyman plc 2022 Gender Pay Gap Report

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

Reporting Tyman's gender pay gap

The results shown below are the aggregation of the UK employees of Tyman UK & Ireland, Tyman International and the Tyman plc Head Office on the snapshot date of 5 April 2021. As at that date, a total of 550 employees were in scope: 396 male and 154 female. This compares to the prior year, where 661 employees were in scope (including furloughed employees): 485 male and 176 female.

The UK Government gender pay gap regulations requires the following 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	3.6%
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Median hourly pay difference between male and female employees	11.0%
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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	49.0%
	Female	51.0%

Lower middle quartile pay band	Male	86.0%
	Female	14.0%

Upper middle quartile pay band	Male	79.0%
	Female	21.0%

Upper quartile pay band	Male	74.0%
	Female	26.0%

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

Mean difference between male and female bonus payments	54.5%
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Median difference between male and female bonus payments	54.4%
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Tyman plc
2022 Gender Pay Gap Report

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

Proportion of male employees receiving a bonus payment	0.5%
Proportion of female employees receiving a bonus payment	2.6%



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I confirm the figures contained above are accurate
Peter Ho