

Tyman plc 2021 Gender Pay Gap Report

Tyman plc is a leading international supplier of engineered door and window components and access solutions to the construction industry, which is premium listed on the London Stock Exchange.

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 operating 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 2020 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), reports its own pay gaps. The full Tyman UK & Ireland report for 2020 may be found on its website at www.erahomesecurity.com.

This year's report reflects the exceptional measures taken by the Group to respond to the pandemic: in addition to placing many of our workers on furlough, as part of the Group's cash saving measures, between 1 April 2020 and 31 July 2020, the Group's employees across the world volunteered reductions of up to 20% of their base salaries and the Group's Chief Executive Officer and Chief Financial Officer volunteered reductions of 25% on their base salaries.

However, as the impact of the pandemic on the Group became clearer, it was deemed possible to repay the Group's employees the amounts that they had voluntarily forgone between 1 April 2020 and 31 July 2020. As these payments were made after April, they are outside of the scope of these gender pay gap statistics, which reflect the remuneration of employees of the Group on the snapshot date of 5 April 2020.

Notwithstanding the payment of forgone salaries to the Group's global workforce, the Group's CEO and CFO did not receive any reimbursement of their forgone salaries.

Impact of furlough on the gender pay gap

During the reporting period, in its early response to the pandemic, the Group placed 569 of its 661 UK employees on furlough – 423 were men and 146 were women. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the **Regulations**), furloughed workers have been excluded from some of the statistics in this report. For this reason, our statutory report's gender pay gaps and quartiles are calculated from only 92 individuals: 62 male and 30 female.

In light of the above, the figures show a significant change in the Group Gender Pay Gap with the mean difference now at approximately 3.9% (2019:13.5%) and the median difference at 4.0% (2019: 14.0%). This was in part because the remuneration of the outgoing male CEO was included alongside the incoming female CEO's remuneration in the Group's 2019 report, which watered down some of the impact of her appointment on the gender pay gap figures in the last report. Moreover, a larger proportion of women in the upper quartiles of the salary range continued to work during the furlough period.

Subtracting furlough from the gender pay gap

The Group has also voluntarily calculated the gender pay gaps and quartiles assuming that no employees were furloughed as on the snapshot date.

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If no employees were furloughed, the mean difference in the Group Gender Pay Gap would have been 10.3% instead and the median difference would have been 22.0%. This reflects increases in the proportion of men employed by the Group in the upper quartile (2020: 79.6%; 2019: 78.0%) and lower middle (2020: 86.0%; 2019: 83.0%) quartile pay bands over the previous reporting period.

Employment Policies

On the snapshot date of 5 April 2020, the proportion of female employees in the Tyman workforce in the UK was approximately 26.6% (2019: 35.0%), with the majority of women employed by the Group working in support, light assembly, customer service, or warehousing activities.

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 and the Group's employment policies, human resource systems and processes are focused on attracting and developing a diverse workforce of the highest calibre.

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Reporting Tyman's gender pay gap

The results shown below are the aggregation of the UK employees of Tyman UK & Ireland and Tyman International together with the Tyman plc Head Office.

The UK Government gender pay gap regulations requires four sets of data that excludes furloughed workers from the pay gap and quartile calculation, but includes them for the bonus gap and bonus proportions calculation. However, the Group has voluntarily calculated the gender pay gaps and quartiles assuming that no employees were furloughed as on the snapshot date (i.e. it includes furloughed workers).

1. Reporting differences in mean and median pay between males and females, calculated on the basis of equivalent hourly pay rates by comparing female hourly rates to male:

	Excluding furloughed workers	Including furloughed workers
Mean hourly pay difference between male and female employees	3.9%	10.3%
Median hourly pay difference between male and female employees	4.0%	22.0%

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

		Excluding furloughed workers	Including furloughed workers
Lower quartile pay band	Male	61.0%	46.5%
	Female	39.0%	53.5%
Lower middle quartile pay band	Male	70.0%	86.0%
	Female	30.0%	14.0%
Upper middle quartile pay band	Male	65.0%	81.4%
	Female	35.0%	18.6%
Upper quartile pay band	Male	74.0%	79.6%
	Female	26.0%	20.4%

3. Reporting the differences in mean and median bonus pay, female bonus pay compared to male over a 12-month period ending on 5 April 2020:

	Excluding furloughed workers	Including furloughed workers
Mean difference between male and female bonus payments	39.0%	49.5%
Median difference between male and female bonus payments	56.0%	31.0%

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4. Reporting the proportion of males and females receiving bonus pay in the 12-month period ending 5 April 2020:

	Excluding furloughed workers	Including furloughed workers
Proportion of male employees receiving a bonus payment	16.0%	3.8%
Proportion of female employees receiving a bonus payment	30.0%	6.3%



I confirm the figures contained above are accurate

Peter Ho