



Tyman plc 2019 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. In previous years not one of these entities had a payroll that exceeded 250 employees.

The consolidation work carried out by the ERA Division that commenced in 2017 and continued into 2018 has resulted in a payroll that now exceeds this threshold and as a result ERA has published GPG data for the 2018 snapshot date. The full report may be found on the ERA website at www.erahomesecurity.com.

It is recognised there are benefits to Tyman in compiling and publishing this information for all UK employees, which, over time will demonstrate the changes to pay between the genders and across the pay quartiles.

The results for 2018 highlight the continued challenges Tyman faces when looking to attract females into a traditionally male manufacturing organisation and shows the high number of males in each pay quartile in comparison to the number of female employees. These results show a mean difference of 22.13% (2017:21%) and a median difference of 19.46% (2017: 11%) and is as a result of changes during the year to the employee base, including the appointment and promotion of a number of staff across the three Divisions, including both female and male members of staff in the ERA and Tyman plc head office.

The proportion of female employees in the Tyman workforce in the UK is 26%, with the majority of females employed by the Group working in support, light assembly, customer service, 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.

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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 Schlegel International Divisions together with the Tyman plc Head Office, totalling just over 500 employees.

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	22.13%
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Median hourly pay difference between male and female employees	19.46%
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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	53%
	Female	47%
Lower middle quartile pay band	Male	82%
	Female	18%
Upper middle quartile pay band	Male	83.0%
	Female	17.0%
Upper quartile pay band	Male	78.0%
	Female	22.0%

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

Mean difference between male and female bonus payments	50.0%
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Median difference between male and female bonus payments	5.8%
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4. Reporting the proportion of males and females receiving bonus pay in a year.

Proportion of male employees receiving a bonus payment	27.0%
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Proportion of female employees receiving a bonus payment	14.3%
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