

Tyman plc 2024 Gender Pay Gap Report

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

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 2023 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 as it has over 250 employees. The full Tyman UK & Ireland report for 2023 may be found on its website at www.erahomesecurity.com.

The mean hourly pay difference between male and female workers in 2023 of 7.9% is higher than the previous three years' figures (**2022**: 6.2%; **2021**: 3.6%; **2020**: 3.9%, exc. furloughed workers; 10.3%, inc. furloughed workers).

The 2023 median hourly pay difference between male and female workers of 11.5% is also higher than last year's figure (**2022**: 7.9%; **2021**: 11.0%; **2020**: 4.0%, exc. furloughed workers; 22.0%, inc. furloughed workers).

The 2023 mean and median bonus gaps are 38.3% and 95.6% respectively. These bonus gaps are calculated from relatively few individuals. As shown below, 4.2% of men (16 out of 381) and 10% of women (15 out of 150) received a bonus. Whilst there was one more man than women who received a bonus, the individual bonuses paid to men tended to be higher than those paid to women. This reflects the larger male presence in the upper middle and upper quartile pay bands, which have increased bonus opportunities. In comparison, women represented 43.7% of the lower quartile and representative roles attract fewer bonus opportunities.

Employment Policies

On the snapshot date of 5 April 2023, the proportion of female employees in Tyman's UK workforce was 28.2%. This has remained similar to previous years (2022: 28.0%; **2021**: 28.0%), 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 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.

Tyman plc 2024 Gender Pay Gap Report

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 2023. As at that date, a total of 531 employees were in scope: 381 male and 150 female. This compares to the prior year, where 573 employees were in scope: 413 male and 160 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	7.9%
--	------

Median hourly pay difference between male and female employees	11.5%
--	-------

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	56.3%
	Female	43.7%

Lower middle quartile pay band	Male	76.6%
	Female	23.4%

Upper middle quartile pay band	Male	78.9%
	Female	21.1%

Upper quartile pay band	Male	76.7%
	Female	23.3%

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

Mean difference between male and female bonus payments	38.3%
--	-------

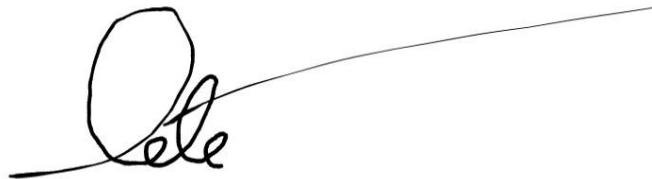
Median difference between male and female bonus payments	95.6%
--	-------

Tyman plc 2024 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 4.2%

Proportion of female employees receiving a bonus payment 10.0%

A handwritten signature in black ink, appearing to read 'Peter Ho', is written over a long, thin horizontal line that extends across the width of the page.

.....
I confirm the figures contained above are accurate
Peter Ho
General Counsel & Company Secretary