

Tyman plc 2020 Gender Pay Gap Report

Tyman plc is a leading international supplier of engineered door and window components and access solutions to the construction industry.

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. This report is the consolidation of all UK payrolls. The ERA Division, being the largest consolidated payroll in the UK, reports separately on its own pay metrics. The full ERA report for 2019 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.

This year's report shows a significant improvement in the Group Gender Pay Gap with the mean difference now at 13.5% (2018:22.1%) and the median difference at 14.0% (2018: 19.5%). This is as a result of changes during the year to the employee base, with the appointment and promotion of a number of female staff, including a female Group CEO in April 2019.

The proportion of female employees in the Tyman workforce in the UK is 35% (2018: 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 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 the ERA and SchlegelGiesse Divisions together with the Tyman plc Head Office, totalling just over 600 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	13.5%
Median hourly pay difference between male and female employees	14.0%

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	51%
	Female	49%
Lower middle quartile pay band	Male	83%
	Female	17%
Upper middle quartile pay band	Male	83%
	Female	17%
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	54.5%
Median difference between male and female bonus payments	2.0%

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

Proportion of male employees receiving a bonus payment	31%
Proportion of female employees receiving a bonus payment	20%
