

Tyman plc

2023 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 2022 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 2022 may be found on its website at www.erahomesecurity.com.

This year's report reflects the effect on the Gender Pay Gap Results of:

- (i) changes to the underlying employee base with a modest redistribution in the proportion of men and women employed within the lower-middle and upper-middle quartiles. This has widened the overall gap in the average hourly pay between men and women by 2.6%;
- (ii) the introduction of the real living wage for all employees within the Tyman Group. This has narrowed the overall gap in median hourly pay between men and women by 3.1%; and
- (iii) the reinstatement of the management bonus scheme, which had been cancelled in 2020 due to the pandemic. This has resulted in women receiving a higher average bonus than men.

The mean hourly pay difference between male and female workers in 2022 of 6.2% is higher than the previous two years' figures (**2021:** 3.6%; **2020:** 3.9%, exc. furloughed workers; 10.3%, inc. furloughed workers). This was because of a decrease in the proportion of women employed within the upper-middle quartile of the pay band of 3%-4% and a similar increase in the proportion of women employed in the lower-middle quartile over the previous reporting period.

The 2022 median hourly pay difference between male and female workers of 7.9% compares favourably to last year's figure (**2021:** 11.0%; **2020:** 4.0%, exc. furloughed workers; 22.0%, inc. furloughed workers). This reflected the introduction of the real living wage as a minimum for all Group employees in January 2022, given that lower quartile of the pay band contains the highest proportion of the female workforce.

The 2022 mean and median bonus pay gaps of -79.1% and -74.9% are weighted significantly in favour of women. This reflects the reinstatement of the management bonus scheme in 2021, which had been cancelled the previous year due to the pandemic. Whilst fewer women than men received bonuses in the 2022 reporting period, they were concentrated within the upper quartile pay band and included the Group CEO, as measured across those receiving bonus payments.

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Employment Policies

On the snapshot date of 5 April 2022, the proportion of female employees in Tyman's UK workforce was approximately 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.

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 2022. As at that date, a total of 573 employees were in scope: 413 male and 160 female. This compares to the prior year, where 577 employees were in scope: 410 male and 167 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	6.2%
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Median hourly pay difference between male and female employees	7.9%
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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	50%
	Female	50%
Lower middle quartile pay band	Male	83%
	Female	17%
Upper middle quartile pay band	Male	83%
	Female	17%
Upper quartile pay band	Male	73%
	Female	27%

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

Mean difference between male and female bonus payments	-79.1%
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Median difference between male and female bonus payments	-74.9%
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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	13.6%
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Proportion of female employees receiving a bonus payment	10.6%
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I confirm the figures contained above are accurate

Peter Ho