

# GENDER PAY GAP STATEMENT

March 2018

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

## Our gender pay gap statistics

|                              |        |        |
|------------------------------|--------|--------|
| MEAN GENDER PAY GAP          | 4.5%   |        |
| MEDIAN GENDER PAY GAP        | 3.0%   |        |
| MEAN BONUS GENDER PAY GAP    | -12.5% |        |
| MEDIAN BONUS GENDER PAY GAP  | -24.8% |        |
| PROPORTION RECEIVING A BONUS |        |        |
|                              | MALE   | 2.5%   |
|                              | FEMALE | 1.7%   |
| QUARTILES                    | MALE   | FEMALE |
| UPPER                        | 50.5%  | 49.5%  |
| UPPER MIDDLE                 | 41.4%  | 58.6%  |
| LOWER MIDDLE                 | 37.4%  | 62.6%  |
| LOWER                        | 31.3%  | 68.7%  |



At TemcoUK we have a solid commitment to equality, diversity and gender balance in the workplace. We believe improving this balance is not only the right thing to do, it is essential to ensure our employees and our business performs better and that we can grow.

TemcoUK is committed to ensuring we treat all our staff in a fair and equitable way and to promote equality throughout the company which is demonstrated by the statistics for 2017-18 Gender Pay Gap Return.

We have a culture of being inclusive and looking to work particularly with senior management in a flexible manner to enable us to achieve equal representation in management posts. We will continue to closely monitor the situation to ensure this positive ethos and result is continued as the business further develops in the UK.