

# Our 2018 Gender Pay Gap Report

In brief



TR Fastenings Ltd (TR) is part of Trifast plc and is an international specialist in the design, engineering, manufacture and distribution of high quality industrial and Cat C fastenings principally to major global assembly industries. TR has 31 business locations within the UK, Asia, Europe and the USA including, eight high volume, high-quality and cost-effective manufacturing sites. TR Fastenings workforce at the time of the snapshot was 69% male and 31% female.

The table below shows our overall median and mean gender pay and bonus gap based on hourly rates of pay, and bonuses paid, as at the snapshot date – 5th April 2018.

**Pay and bonus (Female compared to Male):**

	Median	Mean
Hourly Pay	+ 8.6%	- 0.9%
Bonus Pay	0%	- 14.8%

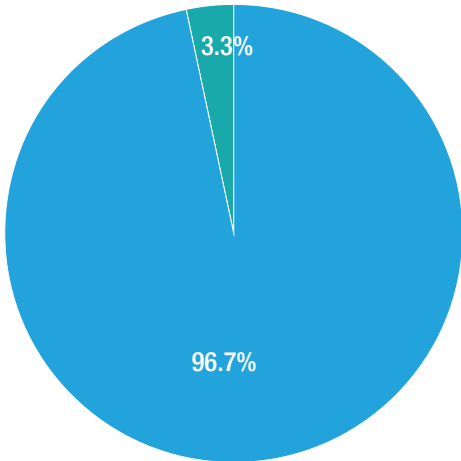
The table to the left shows that based on a median average, our female employees are paid 8.6% more than our male employees. The mean average displays our male employees are 0.9% higher paid than our female employees. This result represents a decrease in the mean average difference to 0.9% (FY17 -2.6%) and an increase in the median average to 8.6% (FY17 2.2%). This has further increased the median average and reduced the mean average, in favour of our female employees.

These results compare favourably when compared with the national average of male employees being paid 17.9% more than female employees.

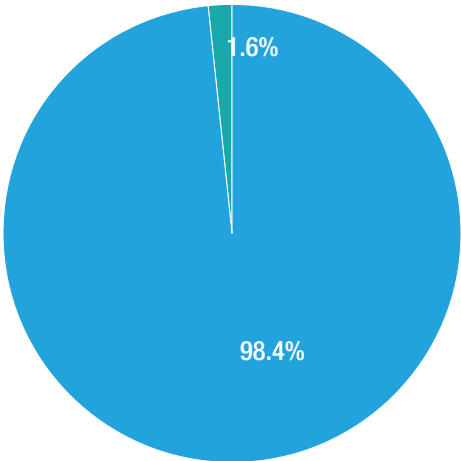
The bonus difference mean figure highlights a 15% difference in favour of male employees – this represents a 6.2% reduction on the 21% difference from last years results and remains reflective of the sector and the industry in which we operate.

**Proportion of colleagues awarded a bonus in 2017**

Proportion of males who received a bonus



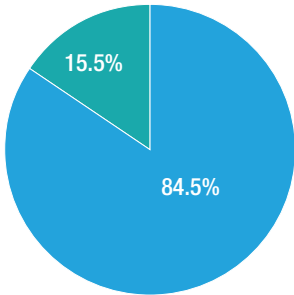
Proportion of females who received a bonus



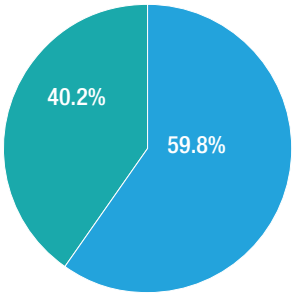
These charts illustrate a difference of 1.7% between the numbers of men and women paid a bonus. As a Company we continue to reward all of our employees. The only reason the statistics do not show 100% is due to eligibility criteria based on start and finish dates.

**Quartiles**

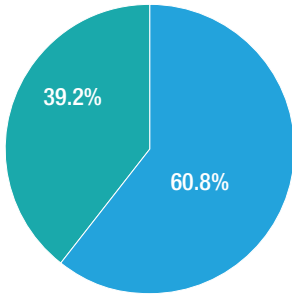
Lower Quartile



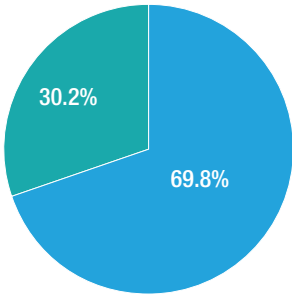
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Male Female

These charts illustrate the construction of each quartile. The main change from last year is in the lower and upper middle quartiles with an approximate 5.5% increase of Females in the upper middle quartile and a subsequent 5.1% decrease in the lower middle quartile.

The second year of reporting for TR Fastenings continues to provide positive news around our recruitment and reward strategies. The results demonstrate our continued and on-going commitment to equality.

Going forward, we will continue to instil equality in all aspects of our organisation. In 2017 we introduced our 'TR minimum wage', exceeding the national minimum wage levels and we have adapted our recruitment process by anonymising applications to prevent unconscious bias. We have celebrated the 2017 benchmark figures and it is positive to see improvements.