

TR Fastenings Ltd (TR) is part of Trifast plc and is a global specialist in the design, engineering, manufacture and distribution of high quality industrial and Cat C fastenings, principally to major global assembly industries. TR has 33 business locations within the UK, Asia, Europe, and the USA including 7 high volume, high-quality and cost-effective manufacturing sites.

The workforce at the time of reporting was 68% male and 32% female.

Table A shows our overall median and mean gender pay and bonuses paid as of 5 April 2022.

**Table A. Pay and bonus (Female compared to Male):**

	Median	Mean
Hourly Pay	+5.0%	-1.0%
Bonus Pay	0.0%	+0.0%

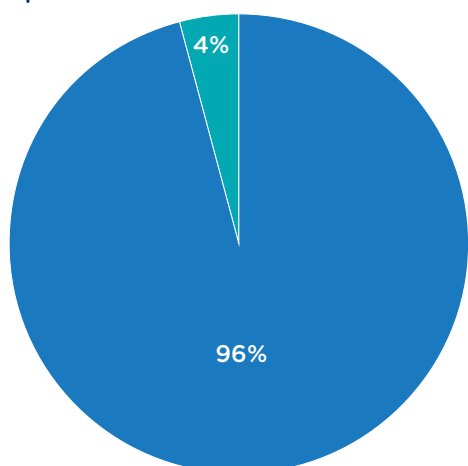
The table shows that based on a median average, our female employees are paid 5.0% more than our male employees. The mean average displays our male employees as being 1.0% higher paid than our female employees. This result represents a change in the mean average from 3.0% in FY21 and the median average is now +5.0% compared to +7.0% in favour of female employees from FY21.

These results compare very favourably when compared with the national average of male employees being paid 8.3% more than female employees. Note that interpreting average earnings data is still slightly impacted by COVID-19, but this is now levelling off. Among full-time employees the gender pay gap in April 2022 was 8.3%; this was 7.7% in April 2021 and 9.0% in April 2019 (pre-coronavirus).

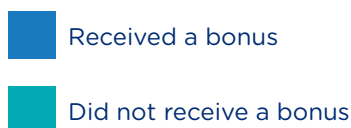
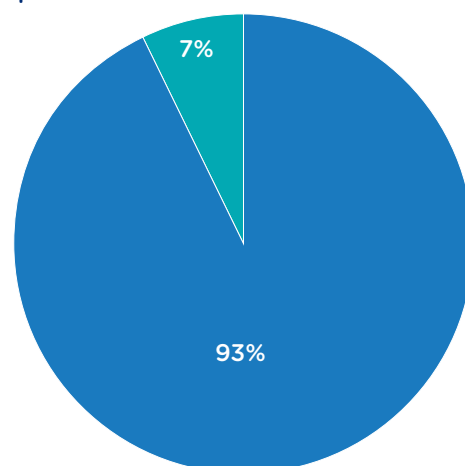
The bonus difference mean figure in Table A, shows equal data for mean bonus payments.

## Proportion of colleagues awarded a bonus in 2021

Proportion of males who received a bonus



Proportion of females who received a bonus



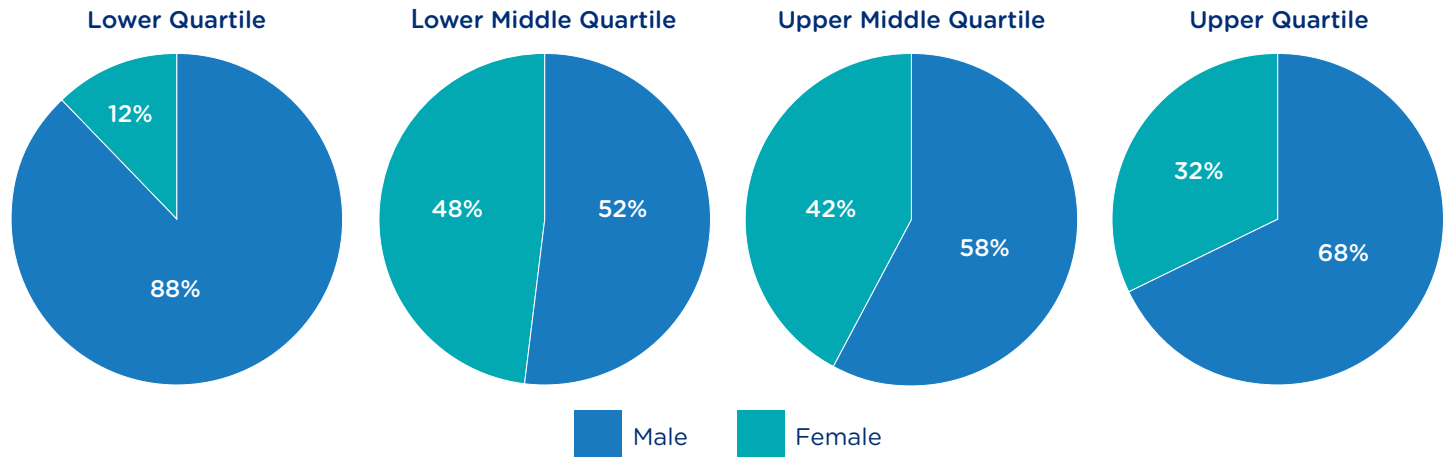
These charts illustrate that the numbers of men and women paid a bonus are primarily inline. As a Company we continue to reward all our employees where applicable. The only reason the statistics do not show 100% is due to eligibility criteria based on start and finish dates of employees.

# Our 2021 Gender Pay Gap Report

*In brief*



The following charts illustrate the construction of each quartile.



This is our sixth year of reporting on the Gender Pay Gap, and we continue to see improved results, and parity across the UK business. TR Fastenings, as all the entities within the Trifast group, demonstrate our absolute commitment to all aspects of equality, fairness and equal pay in the workplace.