



part of the Trifast plc Group



Our people



Our planet



Our principles

Our 2024 Gender Pay Gap Report

TR Fastenings Ltd | Recover, Rebuild, Resilience

Our 2024 Gender Pay Gap Report

TR, part of Trifast plc, is a global leader in the design, engineering, manufacture, and supply of fastenings and Category 'C' components. Supplying major assembly industries, we deliver innovative solutions that enhance efficiency and performance. TR has business locations within the UK & Ireland, Asia, Europe, and the USA. This includes 7 high volume manufacturing sites, as well as a recently opened National Distribution Centre in the Midlands.

The Gender Pay Gap for TR UK is calculated as the difference between average hourly earnings (excluding overtime), of male and female employees as a proportion of men's average hourly earnings (excluding overtime), which is the comparator. It is a measure across all jobs and roles in the TR UK workforce, not the difference in pay between men and women for doing the same job.

Our workforce at the time of reporting (5 April 2024), was 63% (147), male and 37% (88), female. Total of 235.

Table A shows our overall median and mean gender pay and bonuses paid as of **5 April 2024**. The qualifying period for this report is FY24 (1 April 2023 to 31 March 2024)

The table shows based on a **median** average; our female employees' hourly rate is the same as our male employees. The **mean** average displays our male employees as being +4.0% higher paid than our female employees. This result represents a change in the mean average from +6.0% in FY23 and the median average is now 0.00% compared to +6.0% in favour of female employees from FY23.

The median is the point at which half of employees earn more and half earn less and is regarded as a better measure of pay of the typical employee, than taking an average. This is the difference between the hourly pay of the median male and the hourly pay of the median female.

The median result showing a figure of 0, compares very favourably for our female employees when compared with the UK median figure. Among UK full-time employees the median gender pay gap was 7.7% in April 2023 and 7.6% in April 2022.

Medians are useful to indicate what the 'typical' situation is and are not distorted by very high or low hourly pay (or bonuses).

The bonus difference mean figure in Table A, shows +24 for male employees compared to female employees. The total paid was just £3,135 for male employees and £2,406 for female employees. These payments were for bonuses attached to setting up our Midlands distribution centre.

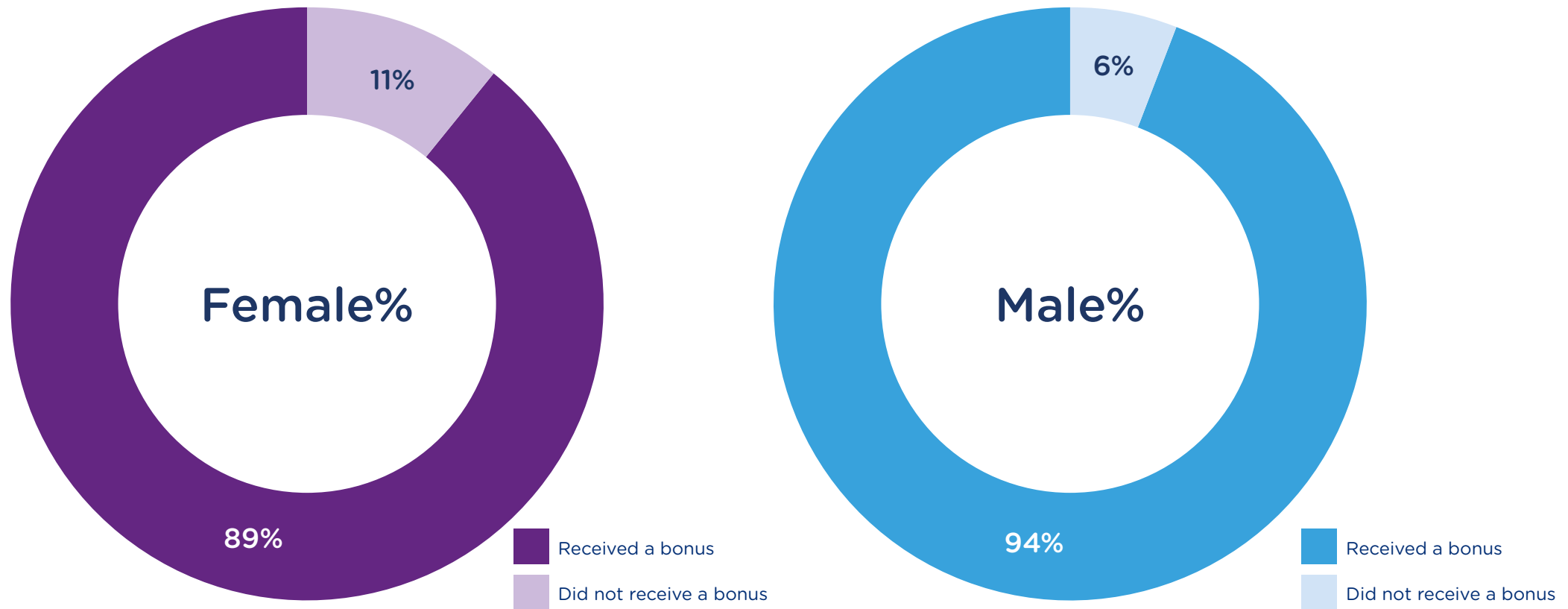
Table A: pay and bonus (female compared to male):

	Median	Mean
Hourly pay	+0.0%	-4.0%
Bonus pay	+0.0%	-24.0%

Our 2024 Gender Pay Gap Report

Bonus received (female compared to male)

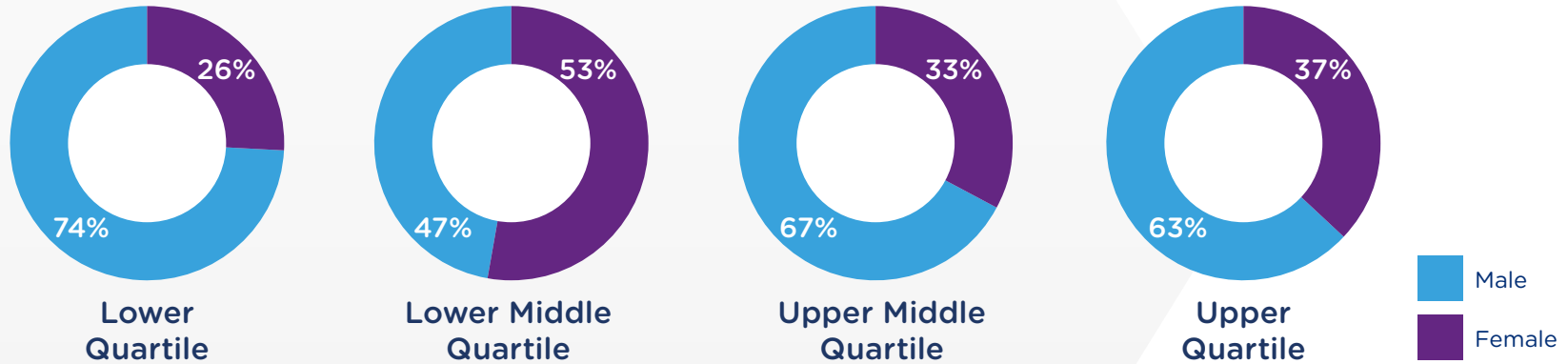
These charts illustrate the number of men and women paid a bonus over the qualifying period. Holistically we only paid a bonus to 28 employees, for work associated with the set-up of our NDC location in Walsall.



Our 2024 Gender Pay Gap Report - in brief

Pay bands

The following charts illustrate the construction of each pay quartile for all employees.



This is the eighth year of reporting for the Gender Pay Gap, and we continue to see improved results, and parity across our TR UK business. TR UK, as with all entities within the Trifast plc Group, demonstrates our absolute commitment to all aspects of equality, fairness, and equal pay in the workplace.

I confirm that the data presented in this report has been prepared in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Iain Percival
Chief Executive Officer, Trifast plc

Dated: 31 March 2025