

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 34 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 69% male and 31% female.

Table A shows our overall median and mean gender pay and bonuses paid as at 5 April 2021.

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

	Median	Mean
Hourly Pay	+7.0%	-3.0%
Bonus Pay	0.0%	+6.0%

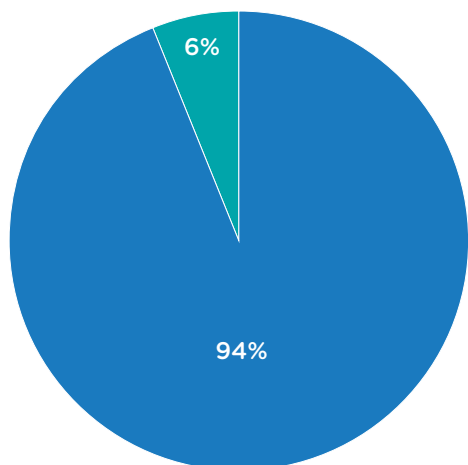
The table shows that based on a median average, our female employees are paid 7.0% more than our male employees. The mean average displays our male employees as being 3.0% higher paid than our female employees. This result represents a change in the mean average from -3.9% in FY20 and the median average is now +7.0% compared to +3.9% in favour of female employees from FY20.

These results compare very favourably when compared with the national average of male employees being paid 15.4% more than female employees. Note that interpreting average earnings data is difficult currently, due to how COVID-19 has impacted the Average Weekly Earnings data, including furlough, etc, which explains the complexities of interpreting earnings data in the current climate. This means that comparisons with 2020 need to be treated with caution, and the focus needs to be on longer-term trends rather than year on year changes.

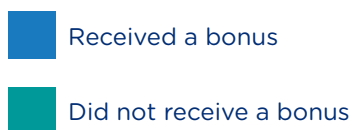
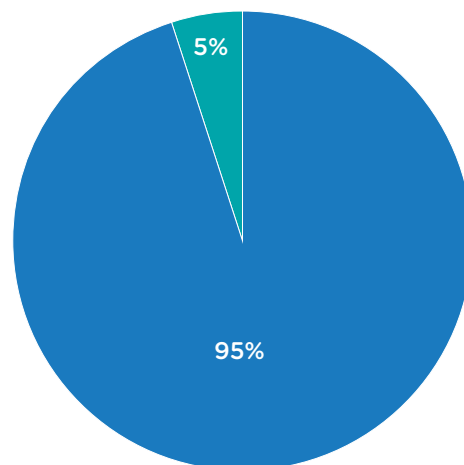
The bonus difference mean figure in Table A, highlights a 6% difference in favour of female employees, this was -10.5% in FY20.

Proportion of colleagues awarded a bonus in 2020

Proportion of males who received a bonus



Proportion of females who received a bonus



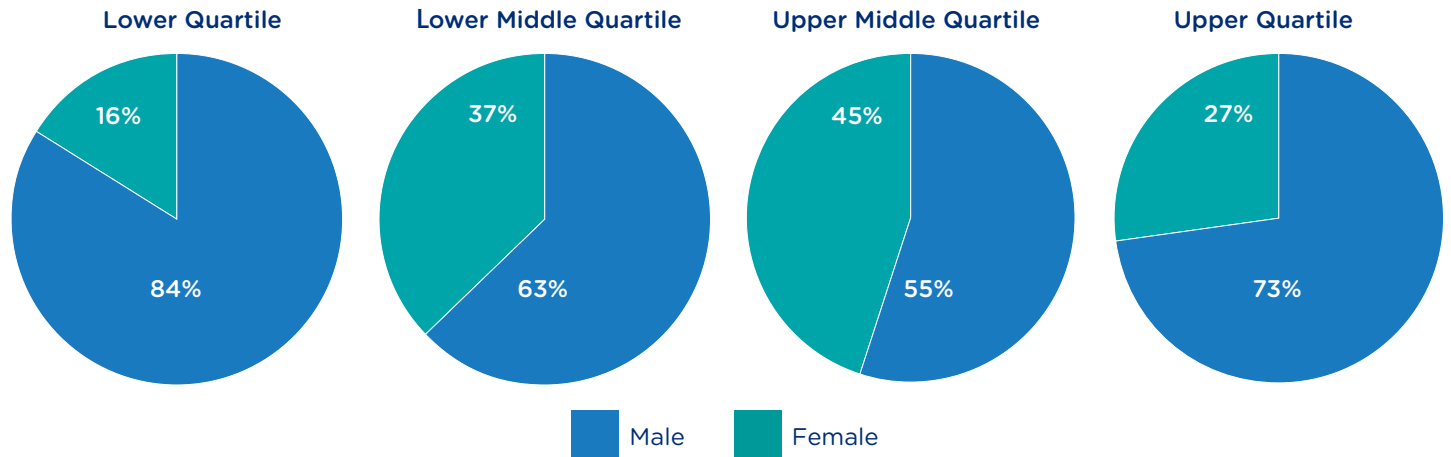
These charts illustrate that the numbers of men and women paid a bonus are primarily inline. As a Company we continue to reward all our employees. The only reason the statistics do not show 100% is due to eligibility criteria based on start and finish dates of employees.

Our 2021 Gender Pay Gap Report

In brief



The following charts illustrate the construction of each quartile.



This is our fifth year of reporting and we continue to see improved results, and parity across the UK business.

TR Fastenings, as all of the entities within the Trifast group, demonstrate its absolute commitment to all aspects of equality and fairness in the workplace.