

# Our 2019 Gender Pay Gap Report

*In brief*



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 32 business locations within the UK, Asia, Europe and the USA including 8 high volume, high-quality and cost-effective manufacturing sites. The workforce at TR Fastenings 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 2019.

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

	Median	Mean
Hourly Pay	+ 7.0%	- 4.7%
Bonus Pay	0.0%	- 7.9%

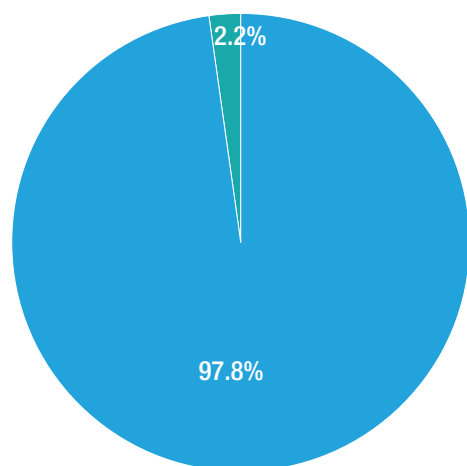
The table to the left shows that based on a median average, our female employees are paid 7.0% more than our male employees. The mean average displays our male employees as being 4.7% higher paid than our female employees. This result represents a change in the mean average from 0.9% in FY18 and a change in the median average from 8.6% in FY18.

These results compare very favourably when compared with the pay gap average of male employees being paid 9.6% more than female employees.

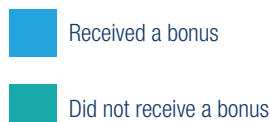
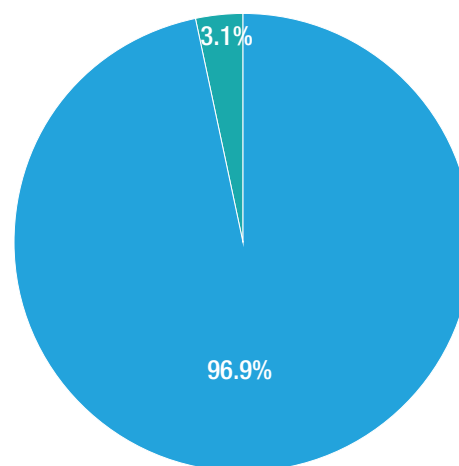
The bonus difference mean figure highlights a 7.9% difference in favour of male employees – this represents a reduction on the previous year (FY18 14.8%).

## Proportion of colleagues awarded a bonus in 2018

Proportion of males who received a bonus



Proportion of females who received a bonus

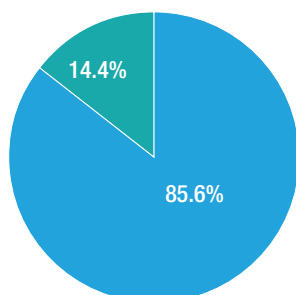


These charts illustrate that the numbers of men and women paid a bonus are in line. As a Company we continue to reward all of our employees. The only reason the statistics do not show 100% is due to eligibility criteria based on start and finish dates.

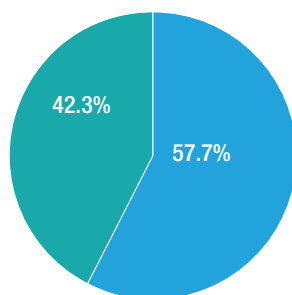
## Quartiles

The following charts illustrate the construction of each quartile.

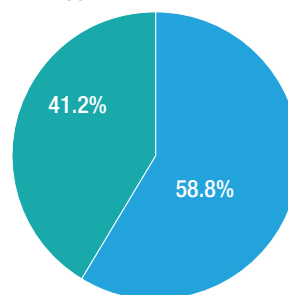
Lower Quartile



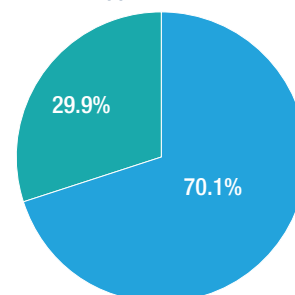
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



This is our third year of reporting and we are pleased to again provide positive news. All of our decisions about recruitment, promotion, training and development are made within our framework of equality. Going forward we will continue to ensure that all our employees reflect our company values, especially those of integrity and fairness.

The results demonstrate our continued commitment to equality, and we continue to celebrate them.

Signed: **Mark Belton - Chief Executive Officer**

Dated: **March 2020**