

Our 2017 Gender Pay Gap Report

In brief



We are leading international specialists in the engineering, manufacturing and distribution of high quality industrial fastenings. We have 28 locations, of which 8 are high volume production manufacturing sites producing over 33% of the product sold and distributed to over 60 countries. Our workforce at the time of the snapshot was 68% male and 32% 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 2017.

Pay and bonus (Female compared to Male):

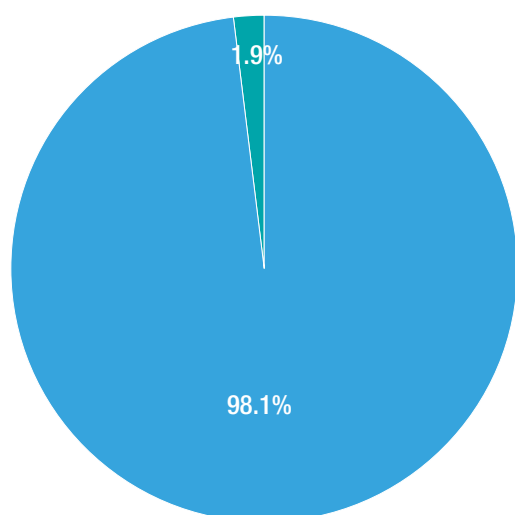
	Median	Mean
Hourly Pay	+ 2.2%	- 2.6%
Bonus Pay	0%	- 21%

The table to the left shows that based on a median average, our female employees are paid 2.17% more than our male employees. The mean average displays our male employees are 2.58% higher paid than our female employees. This result is significantly lower than the national average of 18.1%.

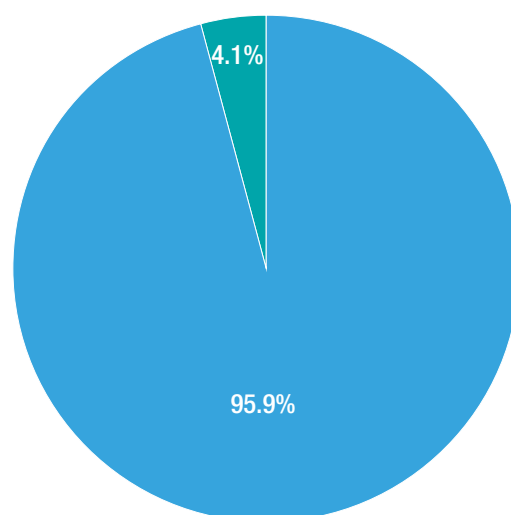
The bonus difference mean figure highlights a 21% difference in favour of male employees. This is predominantly due to the majority of our senior managers being male. This is reflective of the sector and the industry in which we operate.

Proportion of colleagues awarded a bonus in 2016

Proportion of males who received a bonus



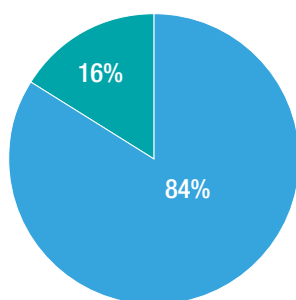
Proportion of females who received a bonus



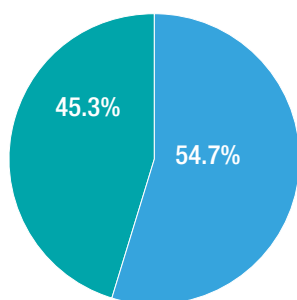
These charts illustrate a difference of 2.18% between the numbers of men and women being paid a bonus. As a Company we reward all of our employees, the only reason the statistics do not show 100% is due to the eligibility criteria for the bonus payments at the time of the snapshot.

Quartiles

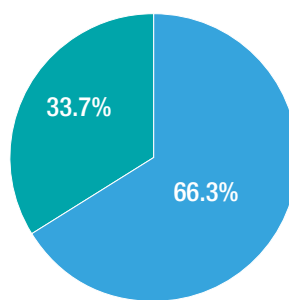
Lower Quartile



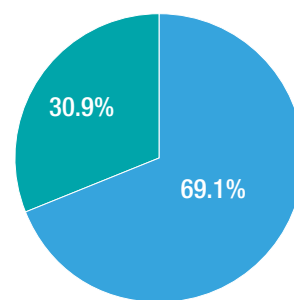
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Male Female

The above charts illustrate the proportion of male and female employees in each quartile band.

This first year of the gender pay reporting for TR Fastenings provides, reassuring data that supports our reward and recruitment strategies. Whilst these results are hugely encouraging we remain committed to ensuring equality throughout the Company and will be closely monitoring these measures on an on-going basis to ensure continued good performance. In conclusion, the results are significantly positive for TR Fastenings – reflecting our approach to equality in all aspects of our employment relationship. I look forward to being able to report similarly positive results next year.