



Gender Pay Gap Report
Techtronic Industries (UK) Ltd



Summary

Gender pay gap figures look at all the people employed in an organisation on a snapshot date (in this case 5 April 2025) and compares the pay of all the women to all the men using a prescribed methodology from the UK government.

On 5 April 2025 we met the headcount threshold for Gender Pay Gap Reporting. This document outlines the gender pay gap at Techtronic Industries (UK) Ltd. The gender pay gap is the difference between the average hourly pay received by men and women across TTI as of 5 April 2025.

The gender pay gap looks at the following areas:

- percentage of men and women in each hourly pay quartile;
- mean (average) gender pay gap for hourly pay;
- median gender pay gap for hourly pay;
- percentage of men and women receiving bonus pay;
- mean (average) gender pay gap for bonus pay; and
- median gender pay gap for bonus pay.

Hourly pay includes any monetary payments such as:
Hourly pay includes any monetary payments such as:
Basic pay
Allowances
Pay for piecework
Pay for leave
Shift pay premium

Bonus pay includes any rewards related to:
Profit sharing
Productivity/performance
Incentive
Commission

Payments such as for overtime, redundancy and benefits-in-kind, termination payments, loan schemes provided by the employer and payments for untaken leave are excluded.



Gender Pay Gap Background

What are the metrics?

01

What is the median?

The median involves listing all the numbers in numerical order. The median is the middle number or a combination of the two middle numbers. The median for both men's and women's hourly pay is calculated and the percentage difference is reported.

02

What is the mean?

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. The mean average for both men's and women's hourly pay is calculated and the percentage difference is reported.

03

What are the Pay Quartiles?

The distribution of men and women is shown in pay quartiles. In simple terms, these are calculated by splitting the whole workforce into four equal sized bands based on hourly pay, from highest paid to lowest paid. The percentage of men and women is then calculated for each band.



Gender Pay Gap Background

The statistics

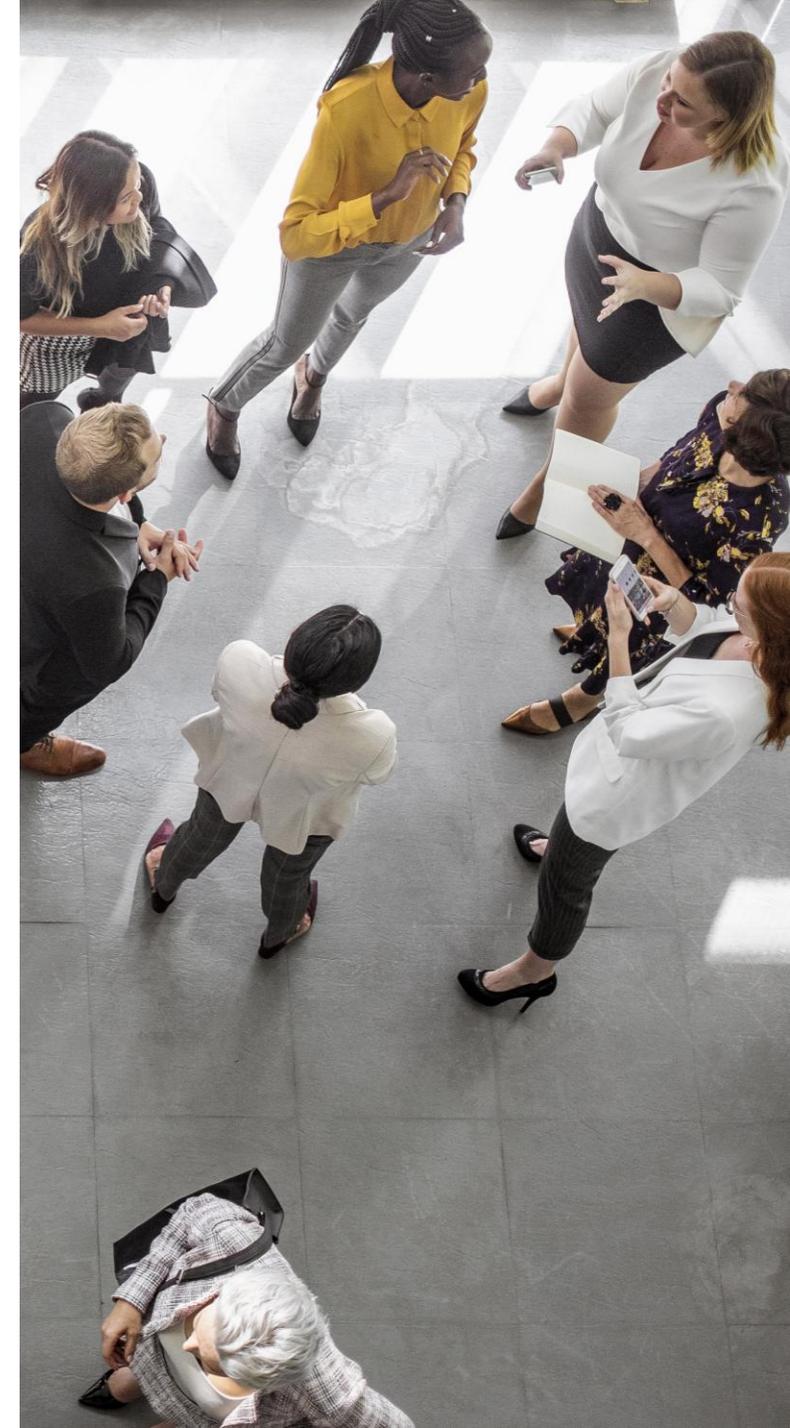
The gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men's average hourly earnings. It is not the difference in pay between men and women for doing the same job.

The gender pay gap is different from unequal pay. Unequal pay is when an organisation pays men and women differently for carrying out equal work.

Office for National Statistics Figures

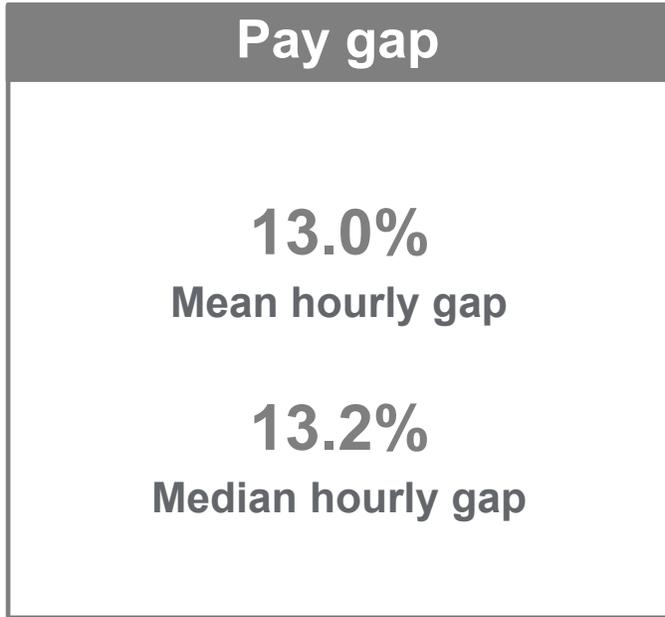
According to the Office for National Statistics (ONS) the mean gender pay gap among all employees in the UK decreased to 12.8% in 2025 (provisional figure), down from 13.1% in 2024 and 14.2% in 2023. This remains below the 17.4% level observed in 2019.

[Gender pay gap in the UK - Office for National Statistics](#)



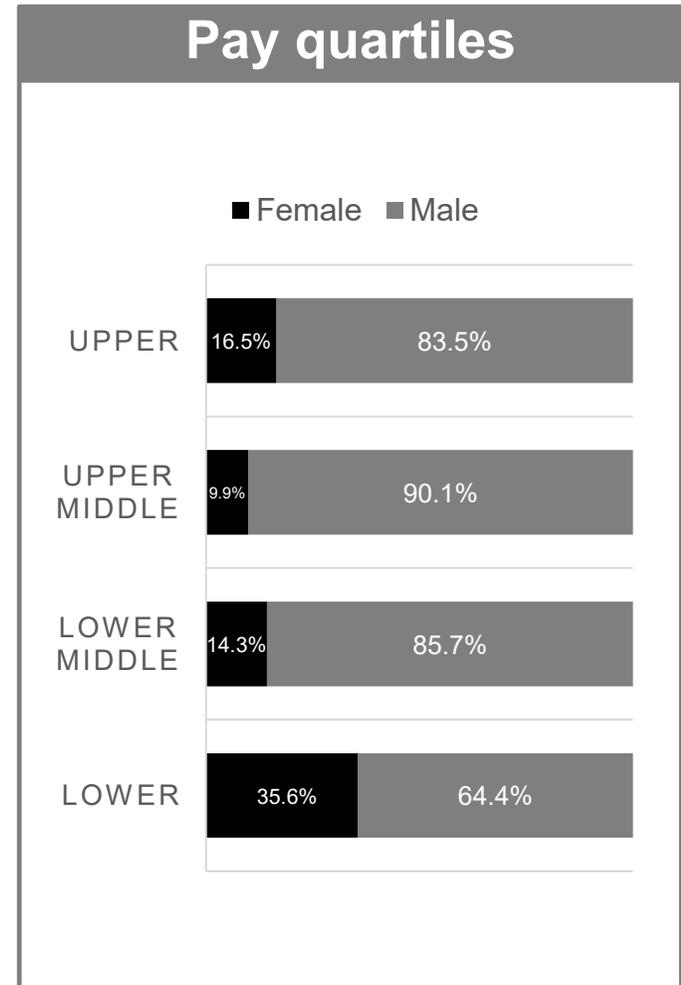
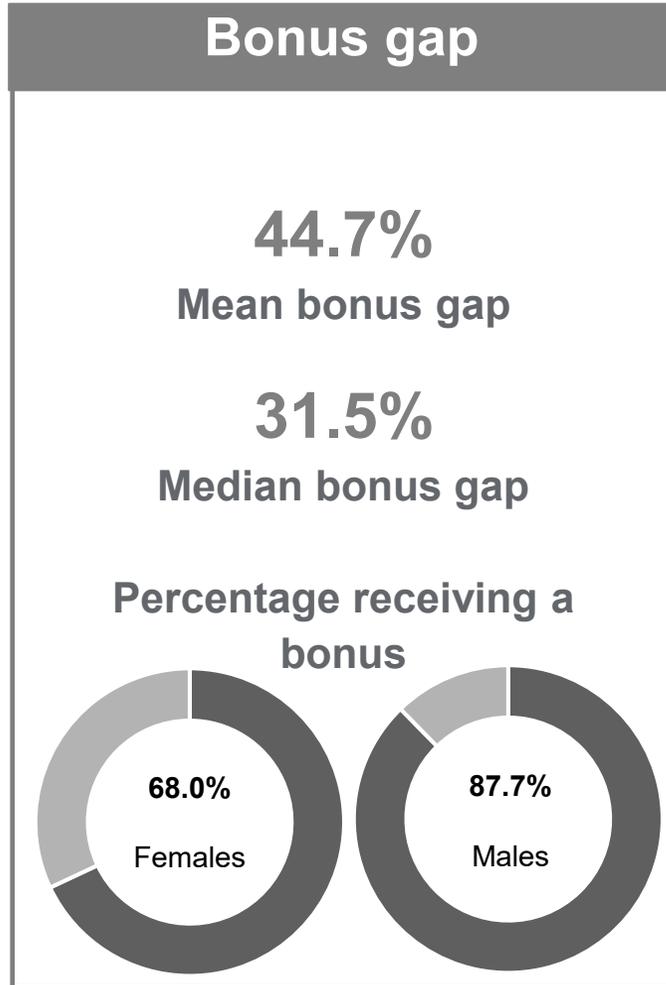


Gender Pay Gap for Techtronic Industries (UK) Ltd



Figures based on the following employee numbers

TTI	Relevant employees	Full pay relevant employees
Male	302	294
Female	75	69
Total	377	363





Commentary on Gender Pay Gap Figures

Techtronic Industries (UK) Ltd. remains committed to transparency, fairness, and continuous improvement in addressing the gender pay gap. As is common within male dominated industries, our gender pay gap figures reflect an imbalance; however, we take encouragement from the ongoing progress within our pay structure. This year's results are consistent with last year, and we continue to be motivated by our quartile data, where 15% of women are represented in the upper quartile. This is a positive sign of increasing representation at higher earnings level and demonstrates the impact of our ongoing efforts to build an inclusive and equitable workplace.

We recognise that our sales function, which represents a large part of our workforce, remains predominantly male. However, this contrasts with the much stronger female representation we see in other parts of the business. We are committed to advancing equality across the business and will keep working to create opportunities for all colleagues to develop, progress, and succeed.

Proactive Steps We Are Taking to Close the Gender Pay Gap

We continue to engage in a range of initiatives designed to attract, retain, and develop female talent. These include:

University and Vocational Institutes Engagement

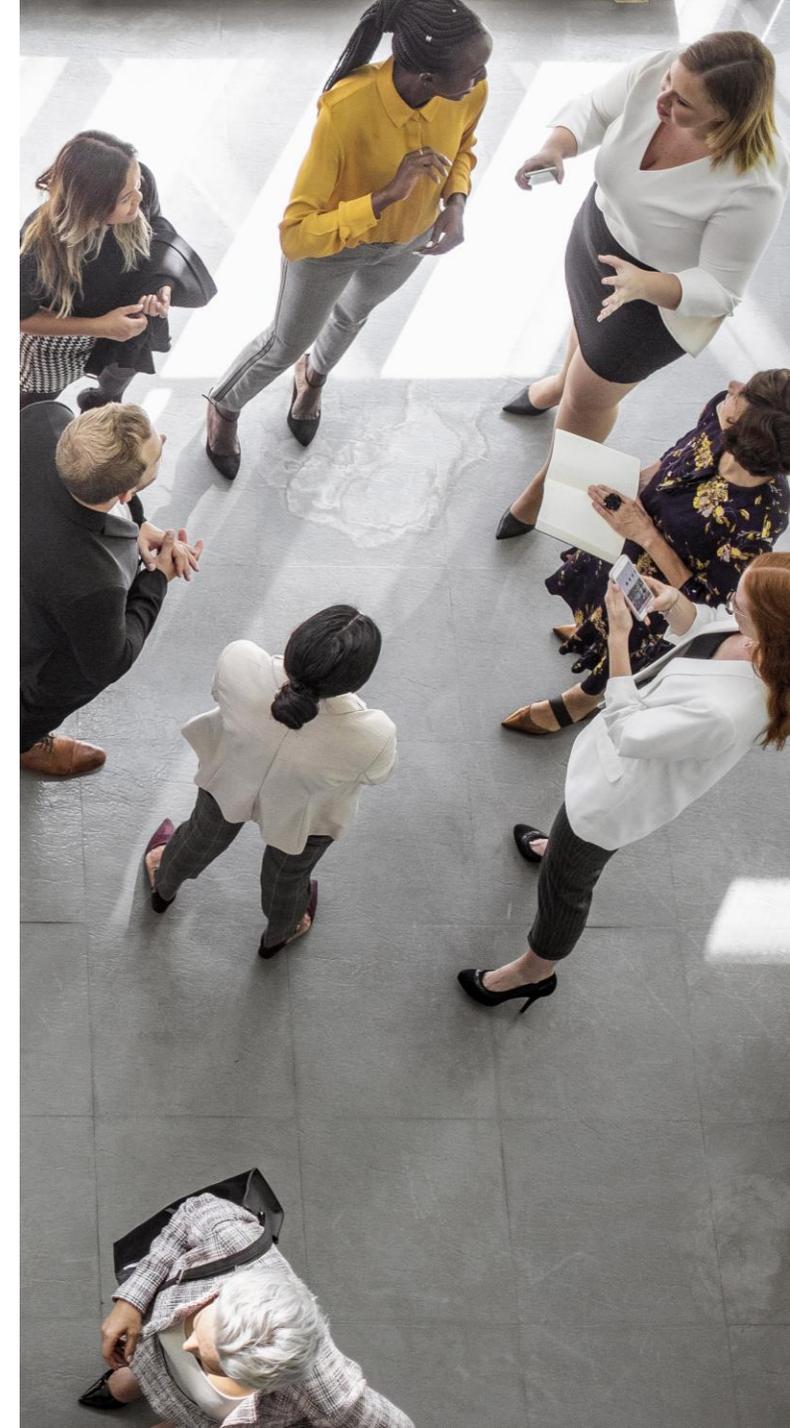
We participate in university career days to connect with emerging talent, highlighting the career journeys and achievements of our female employees. This supports our Graduate Recruitment Programme and helps us inspire more women to pursue careers and leadership pathways within our industry. Building on the success of our Graduate Programme, we have also expanded our focus to include engagement with vocational institutes. This enables us to attract new talent from vocational backgrounds and open opportunities for individuals who have a strong interest in our industry but may follow a non academic route into employment.

Company Events and Training

We ensure visible female representation at events, demonstrations, and training initiatives, promoting inclusivity and encouraging greater interest among prospective female candidates. Our training programmes support women in developing the skills required for progression into more senior and higher paid roles.

Fair Hiring Practices

Our recruitment policy focuses on education and awareness for hiring managers, ensuring fair and unbiased selection processes. By openly addressing scenarios involving potential gender biases, we maintain consistent, equitable decision making that supports diverse hiring.





Commentary on Gender Pay Gap Figures

Proactive Steps we are taking to close the Gender Pay Gap, continued.

By investing in wellbeing, development, and leadership pathways, we aim to foster a workplace where all employees, regardless of gender, can thrive and reach their full potential.

Fair Compensation

Our remuneration framework ensures that pay is aligned with role responsibilities, individual skills, experience, and measurable performance outcomes. Bonus schemes are tied to objective KPIs, enabling fair and consistent reward decisions. Through regular reviews of our pay and bonus structures, we maintain a transparent and equitable approach that ensures all employees are recognised fairly for their contributions.

Family-Friendly Policies

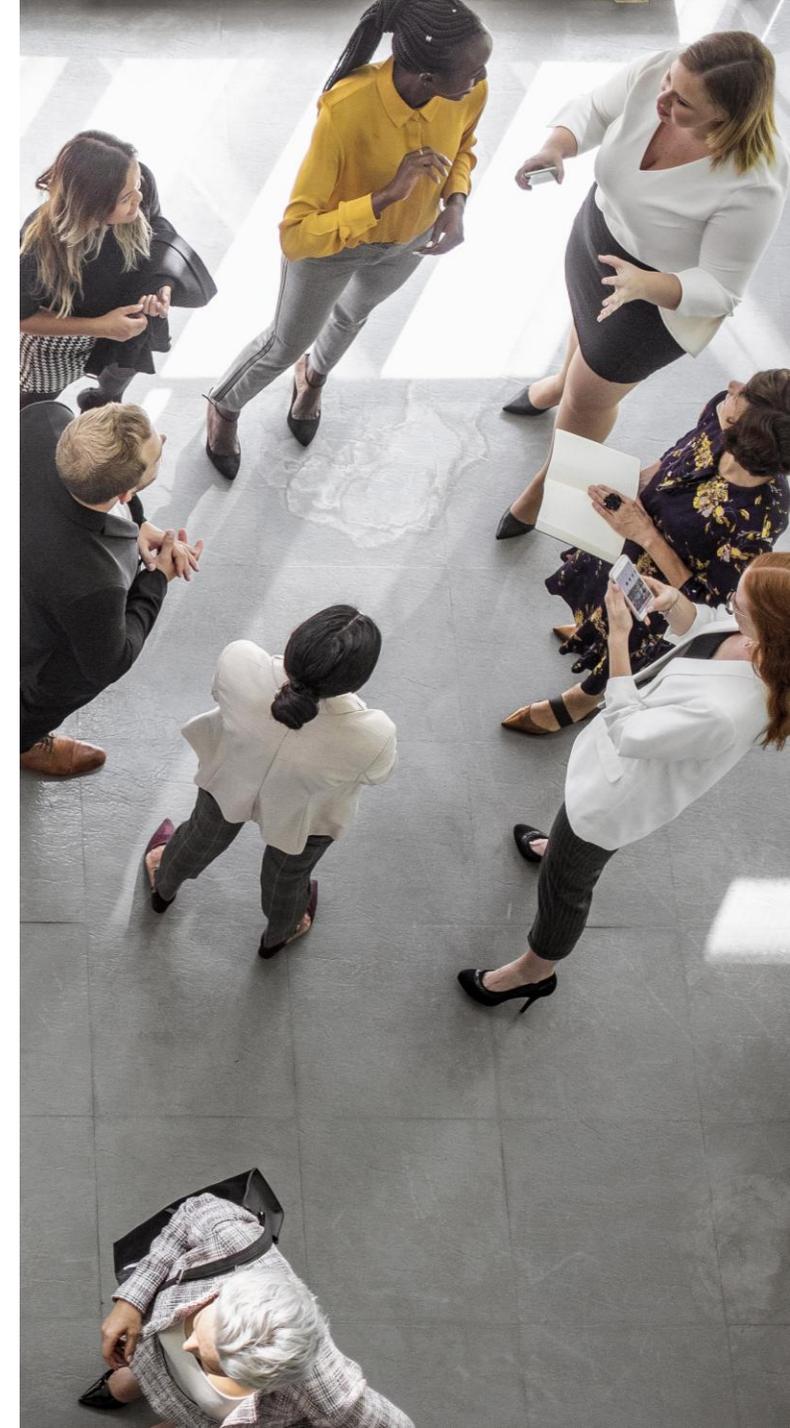
We routinely review our family-friendly provisions, including flexible working options, parental leave, and wellbeing initiatives. These policies help employees balance personal and professional responsibilities, supporting career progression for women and contributing to a more equitable working environment. By keeping these provisions up to date and responsive to employee needs, we aim to ensure that all colleagues have the flexibility and support necessary to thrive at work and at home.

Wellbeing and Development Initiatives

In addition to our ongoing diversity and inclusion efforts, we have strengthened our commitment to employee wellbeing and leadership development, both of which support an equitable working environment and enable women to progress.

We have introduced a range of wellbeing-focused initiatives, including onsite massage sessions and wellbeing events such as celebrations for International Women's Day, aimed at reducing stress and promoting positive mental health. Alongside these activities, we organise regular social events and host food trucks representing a variety of cultures to encourage connection, collaboration, and a strong sense of community across the business. Together, these initiatives help create a supportive and engaging environment that enhances employee wellbeing, strengthens retention, and contributes positively to work-life balance.

We have also expanded our leadership training and development programmes to ensure equal access to progression opportunities. These programmes build capability, confidence, and leadership readiness, helping to increase female representation in senior roles over time.





Contact Us

Techtronic Industries (UK) Ltd

Suite A, Second Floor, Marlow International, Parkway, Marlow, SL7 1YL

Telephone: +44 (0) 1628 894400

Email: uk.enquiries@tti-emea.com

Web: <https://uk.milwaukeeetool.eu> www.uk.ryobitools.eu

Techtronic Industries (UK) Ltd registered in England & Wales No. 02478762 at the above address

