



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 2024) and compares the pay of all the women to all the men using a prescribed methodology from the UK government.

On 5 April 2024 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 2024.

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:

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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

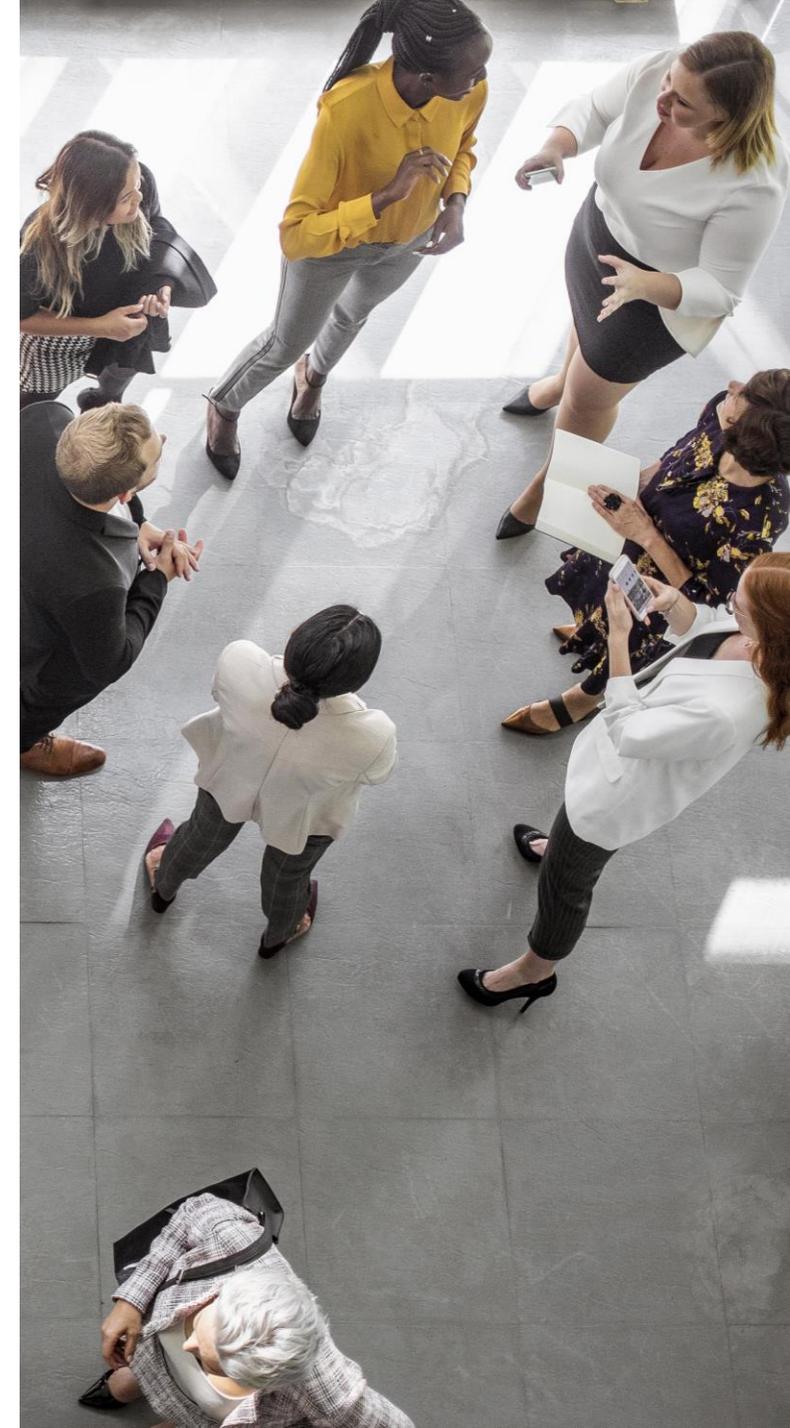
The gender pay gap is calculated as the difference between average hourly earnings of men and women as a proportion of men's average hourly earnings. It is not the difference in pay between men and women for doing the same job.

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

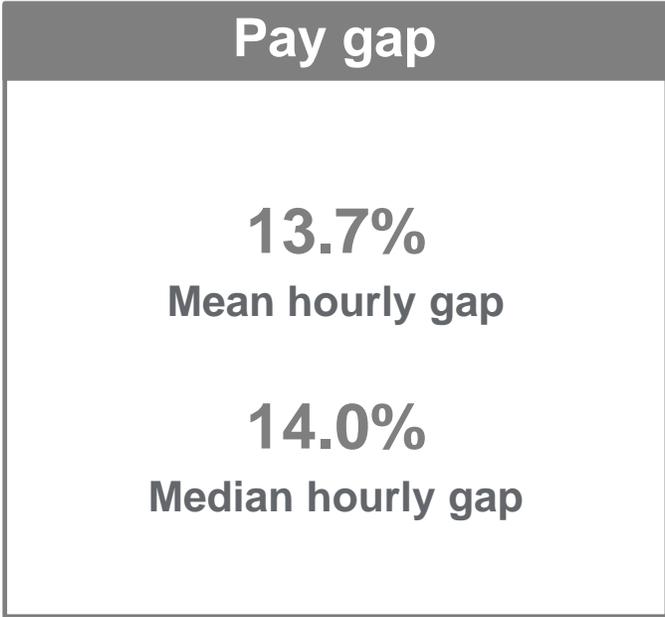
According to the Office for National Statistics (ONS) the mean gender pay gap among all employees in the UK decreased to 13.1% in 2024 (provisional figure) from 14.2% in 2023 (corrected figure by ONS), from 14.4% in 2022. This remains below the 17.4% level observed in 2019.

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



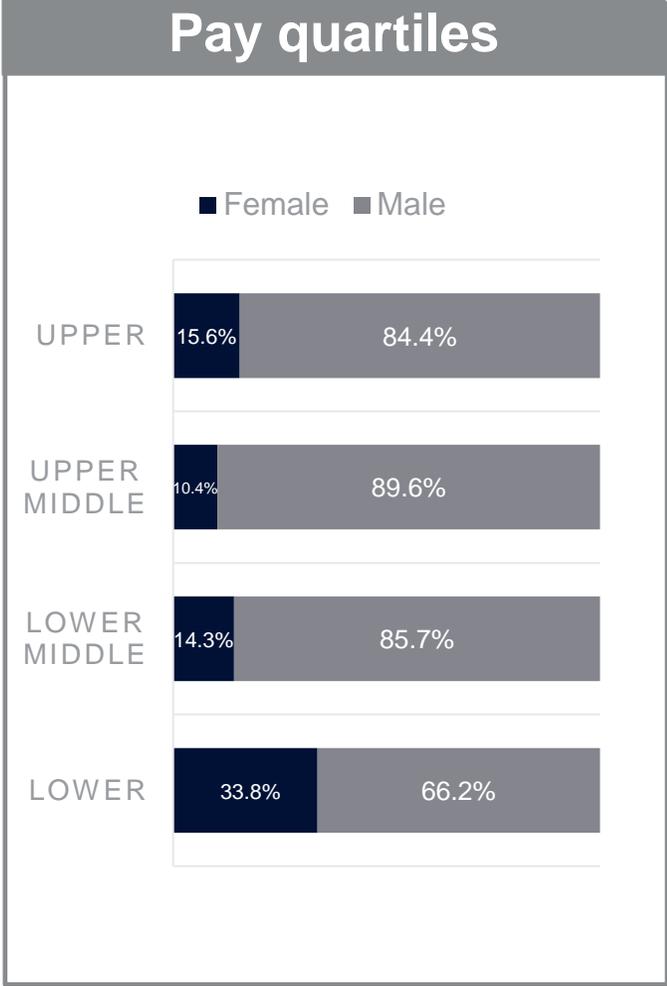
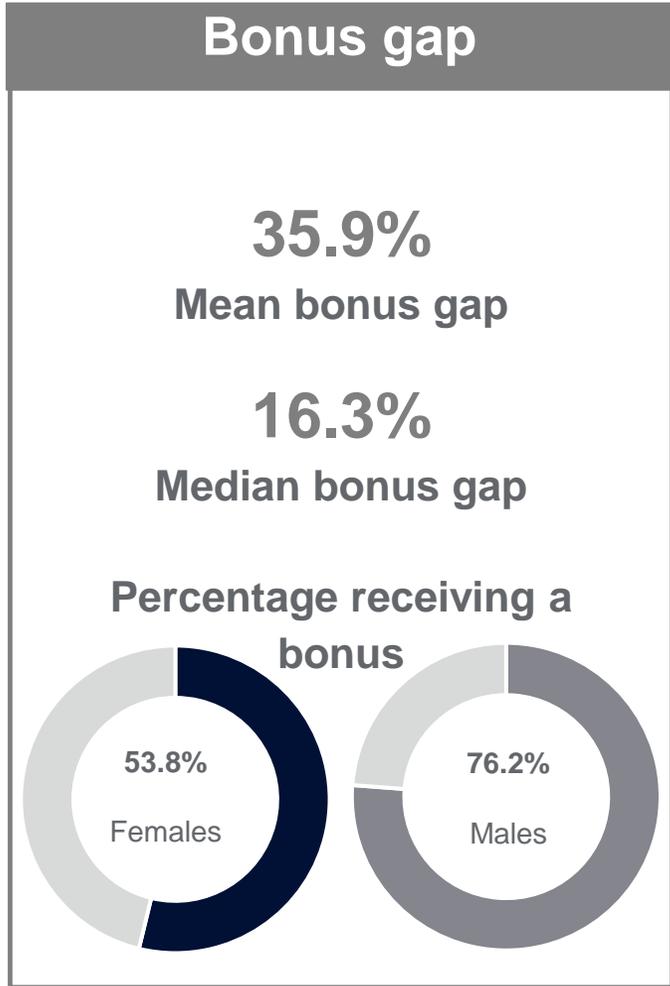


Gender Pay Gap for Techtronic Industries (UK) Ltd



Figures based on the following employee numbers

| TTI | Relevant employees | Full pay relevant employees |
|--------------|--------------------|-----------------------------|
| Male | 261 | 251 |
| Female | 65 | 57 |
| Total | 326 | 308 |





Commentary on Gender Pay Gap Figures

Techtronic Industries (UK) Ltd. is committed to transparency and continuous improvement in addressing the gender pay gap.

The gender pay gap varies significantly across different industries. Generally, male-dominated sectors tend to have wider pay gaps

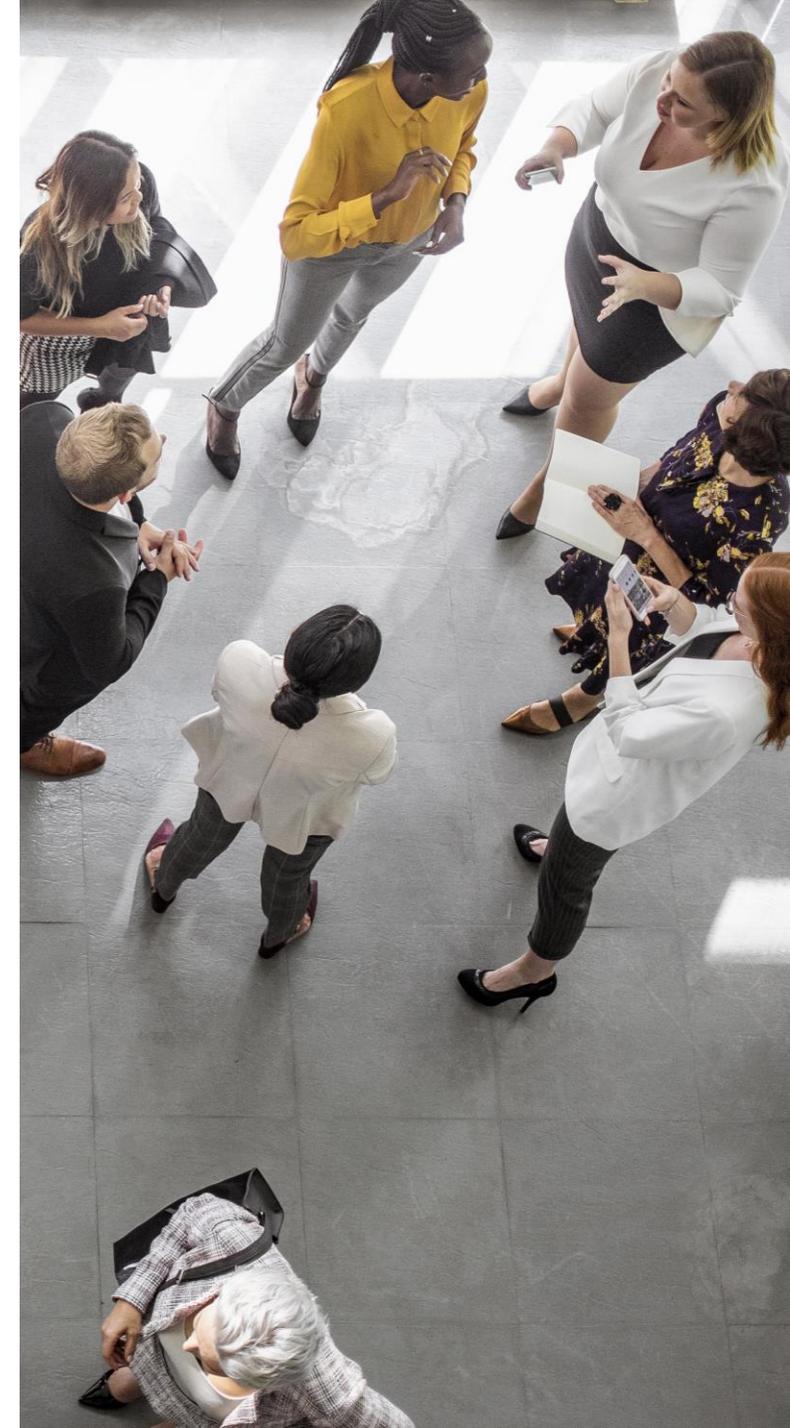
While our gender pay gap figures indicates a degree of imbalance, which is not unexpected in male dominated industries, we are encouraged by our quartile information. Notably, 15% of women are represented in the upper quartile of our pay structure. This is a positive step towards greater gender equality and reflects our ongoing commitment to fostering a more inclusive workplace. We will continue to strive for improvements and are dedicated to creating opportunities for all employees to advance and succeed.

We recognise that the sales function, which represents a significant proportion of our workforce, is still male-dominated. However, we are pleased to report that roles outside of the sales team have much greater female representation.

Proactive Steps we are taking to close the Gender Pay Gap

We engage in several initiatives to attract, retain and develop female talent:

- **University Engagement:** We attend university career days to connect with young talent, sharing success stories from our female employees. This helps us attract female candidates to our Graduate Recruitment Programme, aimed at developing future leaders and increasing female representation in leadership positions. Engaging with universities allows us to reach and inspire the next generation of female professionals. By showcasing the achievements of our female employees, we can demonstrate the opportunities available within our organisation and encourage more women to pursue careers in our industry.
- **Company Events and Training:** We ensure female representation at company events, demonstration exercises, and training initiatives to encourage interest in our roles among potential female employees. By actively involving women in these activities, we can showcase their skills and contributions and promote a culture of inclusivity. Additionally, targeted training initiatives can help women develop their careers and advance into higher-paying roles, further contributing to gender pay equity.



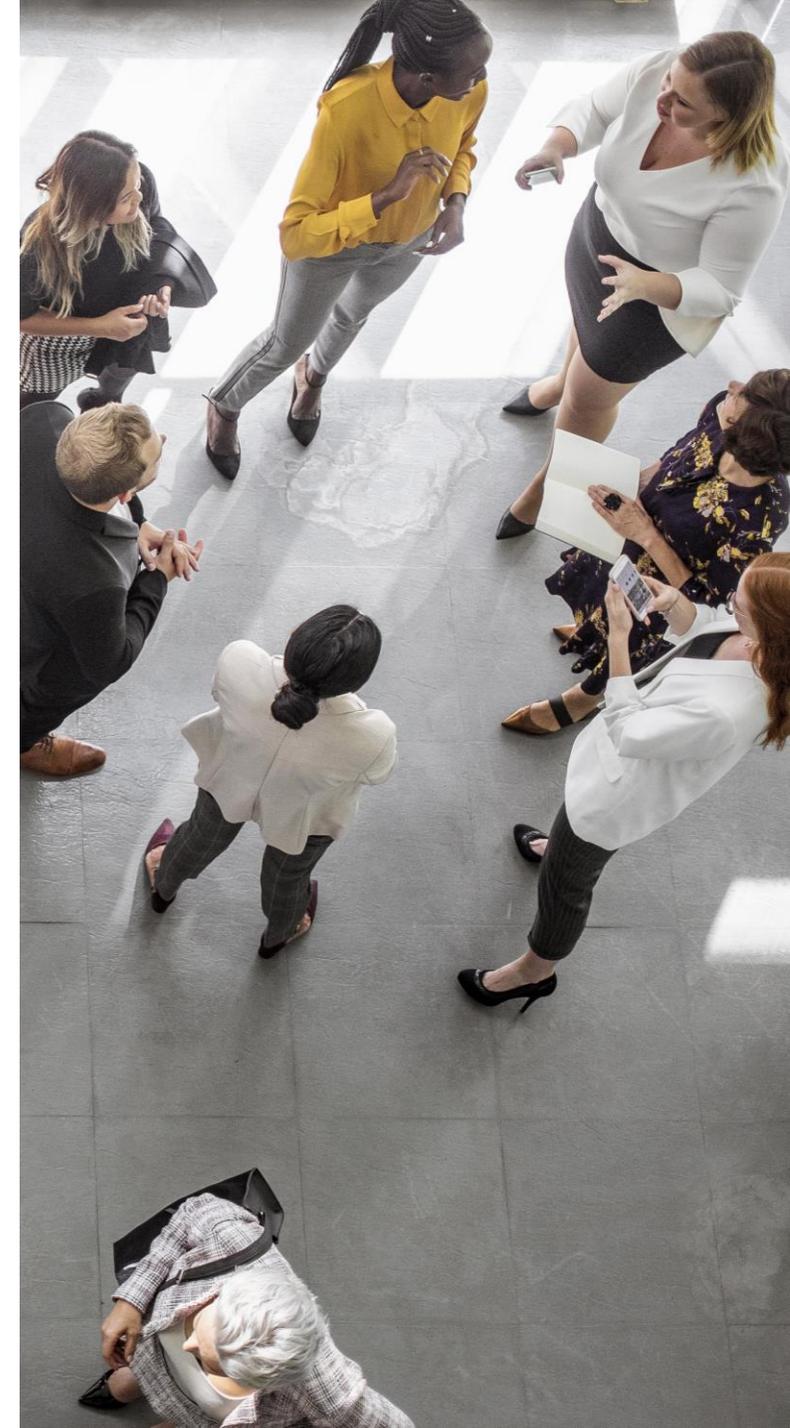


Commentary on Gender Pay Gap Figures

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

We engage in several initiatives to attract, retain and develop female talent:

- **Fair Hiring Practices:** We have a robust recruitment policy where we educate our line managers on fair selection practices and openly discuss scenarios like gender prejudices to avoid bias, to help maintain a fair and inclusive hiring environment. This is crucial in our efforts to reduce the gender pay gap, as fair hiring practices ensure that all candidates are evaluated based on their skills, experience, and potential. By fostering an unbiased recruitment process, we can build a diverse and talented workforce, which is essential for innovation and growth.
- **Fair Compensation:** Our remuneration strategy is based on fair and equitable pay for the roles individuals perform, considering their skills, experience, and competencies. Bonuses are performance-driven, reflecting KPI achievements. Regularly reviewing our compensation practices is essential in our effort to reduce the gender pay gap. By ensuring that our pay structures and bonus schemes are equitable and are objectively driven by measurable outcomes, we can address any disparities that may arise and promote a culture of fairness. This commitment to fair compensation helps us attract and retain diverse talent, fostering an inclusive environment where all employees have the opportunity to succeed and be rewarded for their contributions.
- **Family friendly policies:** We regularly review our family friendly policies, in line with legislation to ensure they meet the evolving needs of our workforce. This is crucial in our efforts to reduce the gender pay gap, as supportive policies such as parental leave, flexible working options and wellness initiatives can significantly impact women's career progression and earning potential. By fostering an inclusive environment where both men and women can balance work and family responsibilities, we aim to create equitable opportunities for all employees to thrive and advance in their careers. Regularly reviewing these policies helps us stay responsive to our employees' needs and promotes a more diverse and equitable workplace.





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