



## Gender Pay Gap Results 2018 for TMD Friction UK Ltd

### About us

We are a leading authority on the engineering development and manufacture of brake pads for Passenger Cars and Commercial Vehicles. We have four locations throughout the UK, of which one is a manufacturing site, with our product being distributed throughout the UK and into mainland Europe.

Our business and overall our industry is heavily male dominated, as of 2018 the UK based workforce was 84.07% Male and 15.93% Female. Nonetheless, at TMD Friction we pride ourselves in being fair and inclusive for all employees regardless of characteristics such as gender.

### Our Gender Pay Gap Results

TMD Friction pay men and women equally within the same job role.

This table explains that the Mean average pay of Males is 5.73% higher than Females. Although, this is slightly higher than last year, we are in a much better position than the gender pay gap between men's and women working in the manufacturing industry which is 20.3% (2018 ONS)

	Hourly Wage	Bonus
<b>Mean</b>	5.73%	55.45%
<b>Median</b>	11.263%	8.33%

From 2017 to 2018 our Mean bonus has reduced by 30.04% and the Median bonus has reduced by 59.17%, as more women have received bonus payments.

As a company, we operate a graded pay structure within the operations environment. For example, Operator pay is determined based on the grade of the job, regardless of gender. In office based roles where Males and Females perform the same role, they are paid to market rates and then by individual experience/performance.

Of all individuals who received a bonus, the Median average bonus was 8.33% higher for Males than Females. As seen below bonus payments are proportional but not commonplace.

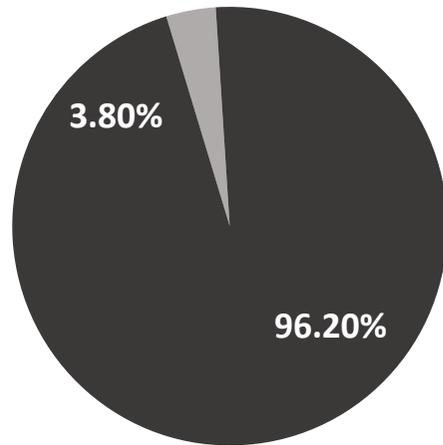
Over the last year there has been a proportional increase and investment in senior management positions in the UK.

To recruit for these roles we use external recruiters and adhere to our internal recruitment policy to ensure equality and fairness. However, due to the demographics of the industry there is a higher proportion of male applicants for these roles.

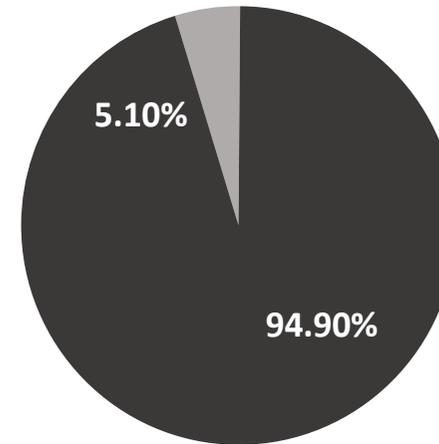
At TMD we aim to encourage female applicants by committing to continually develop our people related practices with a focus around recruitment, development and retention.

# Proportion of colleagues awarded a bonus in 2018

### Proportion of Males who received a Bonus



### Proportion of Females who received a Bonus

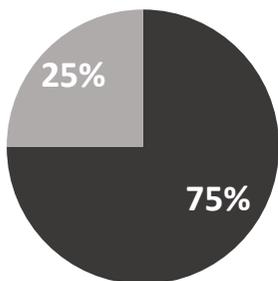


The majority of our bonus paying, senior positions are occupied by males, though our recruitment process considers all applicants equally, regardless of gender.

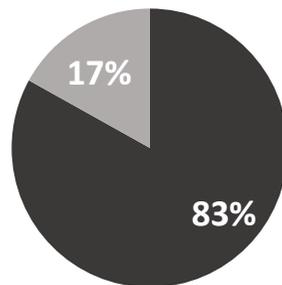
- Received a bonus
- Did not receive a bonus

## Quartiles in 2018

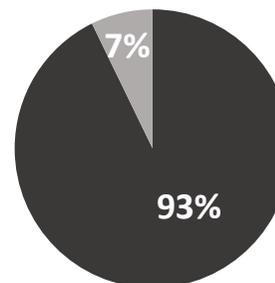
### Lower Quartile



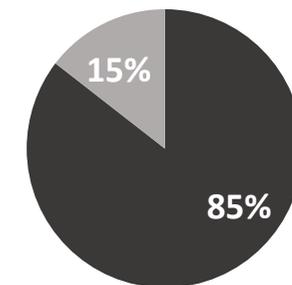
### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile



The relative imbalance in the Upper Middle Quartile is due to primarily males performing the role of Press Operator, which attracts the highest wage of the operator grades.

We are currently undergoing a process to make the role more attractive to females which we believe will encourage more females to apply for the position, enabling them to earn a higher hourly rate. We expect to see the benefit from this from 2020 onwards due to low staff turnover in this area.