

Gender Pay Gap Results 2021 for TMD Friction UK

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 industry is heavily male dominated, based on our data for the 2021 Gender Pay Gap Report we have 456 UK based employees, our workforce split was 85% Male and 15% 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

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, therefore, TMD Friction pay men and women equally within the same job role. Furthermore, in office based roles where men and women perform the same role, they are paid an identical hourly rate.

Gender pay gap reporting is calculated in both median and mean averages. Table 1 shows the overall mean and median hourly wage and bonus percentage at TMD Friction for 2021. The Office for National Statistics (ONS) reported an average median pay gap of 16.3% for the manufacturing sector in 2021. At TMD Friction the median average hourly wage is 11.19%, which is significantly better than the industry average.

Although, there has been an increase in the overall mean and medium bonus percentage since 2019/20 this can be accounted for due to the 2019/20 pay increase being made in a single one off bonus in order to protect cost per piece. This was the more sustainable option for the business at the time, however, it has impacted our bonus figures in comparison to previous years.

Table 1

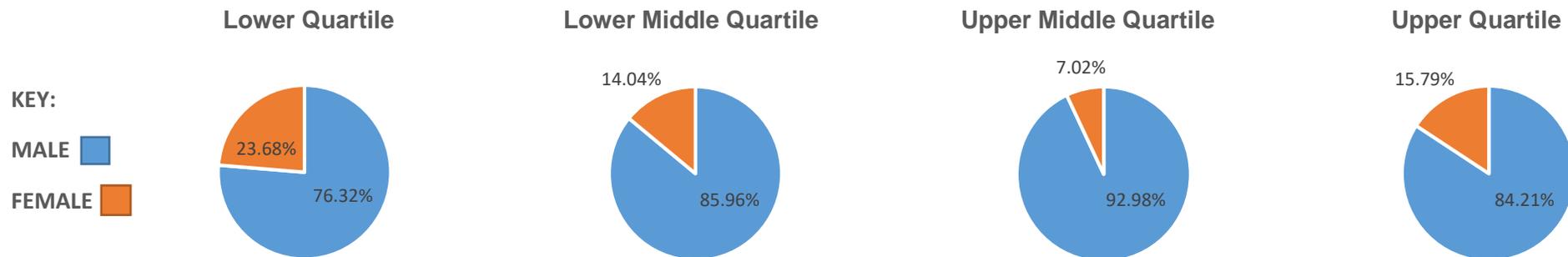
	Hourly Wage	Bonus
Mean	10.52%	92.10%
Median	11.19%	45.45%

Nevertheless, over the last year we have backfilled several upper quartile roles with external female candidates; a success of our 2020 goal to encourage female applicants. We are committed to continuing to do so by developing our people related practices with a focus around recruitment (inclusive of on-boarding), development and retention.



Recruitment is beginning to significantly increase post COVID-19 pandemic and the market is highly competitive; this has had an impact on hiring for both males and females. The ONS say the percentage of women in engineering businesses is currently at 15%, in 2020 TMD Friction were slightly lower than the average at 13.88% however are now on average at 15%.

Quartiles in 2021



The pie charts show the gender distribution across TMD Friction, shown in four equally sized pay quartiles. Females make up 15% of the overall workforce, which accounts for the low numbers in each quartile, however of the 69 females, 18 of those are within the upper quartile.

The relative imbalance in the Upper Middle Quartile is due primarily to males performing the role of 'Press Operator', which attracts the highest wage of the operator grades. Nevertheless, we have seen a 2.72% increase of the number of females in the lower middle quartile.

We are currently reviewing strategies that will enable us to broaden the roles in the lower middle and upper middle quartile as well as making those 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. Furthermore, post COVID-19 pandemic we are aiming to reconnect with the local community and focus on succession planning through our apprenticeship pathway encouraging female applicants for engineering based roles.



Signed: *L. Booth*

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