

## Gender Pay Gap Reporting

TMS International Services UK Limited is required by law to publish an annual Gender Pay Gap Report. This is our report based on our people data on 5<sup>th</sup> April 2019.

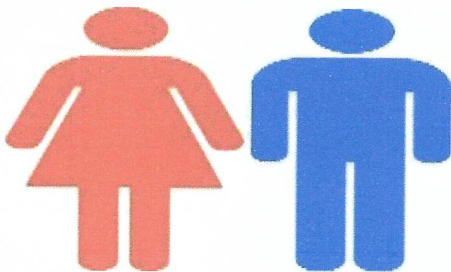
### **What is the gender pay gap?**

A measure of the difference in the average pay of men and women regardless of the nature of their work across the organisation. It can be impacted by the shape of the organisation, and by the number of both men and women across all roles.

Gender pay is not the same as equal pay which deals with the pay differences between men and women who carry out the same, similar or equivalent work.

### **Our gender pay gap report**

Our business is predominately male which significantly impacts on our gender pay gap figures.



Male: 355 equates to 97.5% of our organisation

Female: 9 equates to 2.5% of our organisation

### **Results**

A **positive** percentage figure reveals that male employees have higher pay or bonuses than female employees.

A **negative** percentage figure reveals that female employees have higher pay or bonuses than male employees.

The **mean** gender pay gap is:- **-62.6%**

This is the difference between average hourly pay rates for full-pay relevant male and female employees.

The **median** gender pay gap is:- **-31.4%**

This is the difference in the midpoint average hourly rate of all female full-pay relevant employee and all male full-pay relevant employee.

The **mean** gender bonus gap is:- **-114.6%**

This is the difference between average bonus pay that relevant male and female employees receive.

The **median** gender bonus gap is:- **-46.6%**

This is the difference between the midpoint bonus pay that relevant male and female employees receive.

The proportion of relevant employees receiving a bonus is:-

Male 18.0%

Female 55.6%

### **Pay quartiles by gender**

The pay quartiles represent four equal pay groups from the lowest to the highest and the distribution of men and women in each.

Quartile	Males	Females
1	98.9%	1.1%
2	98.9%	1.1%
3	97.8%	2.2%
4	95.5%	4.5%

All figures provided have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information Regulations 2017.)



### Understanding the gender pay gap

Our statistics show negative percentages on all four gender pay gap calculations which means that, on average, women are paid more than men. This result is a direct consequence of the number of male workers (97.5%) vs. the number of female workers (2.55). Male average pay is diluted by the volume of the workforce on minimum wage, 121 male employees are on minimum wage compared to 2 female employees, which is not uncommon within our industry. TMS International Services UK Limited is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work, rather its gender pay gap is the result of the different roles that men and women do within the organisation and the salaries these attract, including their bonuses.

Bonus schemes are gender neutral by design, but the composition of the workforce drives the mean bonus gap, in the same way it drives the gender pay gap.

There are two different types of bonus programs within the organisation, as follows:

- Operational, site-based bonuses which are paid on specific performance criteria; and
- Managerial/Administrative bonuses, which are paid as a percentage of salary.

Of the 69 bonuses awarded, 52 were awarded to male employees from the Operational bonus program. The remaining 17 bonuses were awarded to employees from the Managerial/Administrative bonus program of which 12 were male and 5 were female.

Average bonuses paid to male employees were less due to lower site performance which is a criterion of the Operational bonus program and from which 52 male employees and no female employees received bonuses. Female bonuses were not affected since they were based upon the Managerial / Administrative program which uses a percentage of salary to award bonuses.

### What are we doing to address the gender gap?

TMS International Services UK Limited is committed to addressing the gender disparity within its workforce. The percentage of women is represented across all 4 quartiles, with the upper quartile representing 50% of the female workforce.

Manual labour is inherent in the work that we do, and this fact provides us with limited opportunities to remove the gender gap within our workforce. There are more men across all 4 quartiles compared to women which has affected the results by producing a figure indicating that women are paid more than men.

TMS International Services UK Limited is committed to supporting initiatives that attract diverse candidates within its entire workforce. We will continue to promote gender diversity in all areas of the workforce by having policies and procedures for working hours, pay structures and job design. However, it may take time to impact the company's gender pay gap results.

I, Marco Gravina, Director, confirm that the information in this statement is accurate.

Signed

A handwritten signature in blue ink, appearing to read 'M. Gravina', is written over a horizontal line.

Dated: 20<sup>th</sup> January 2020