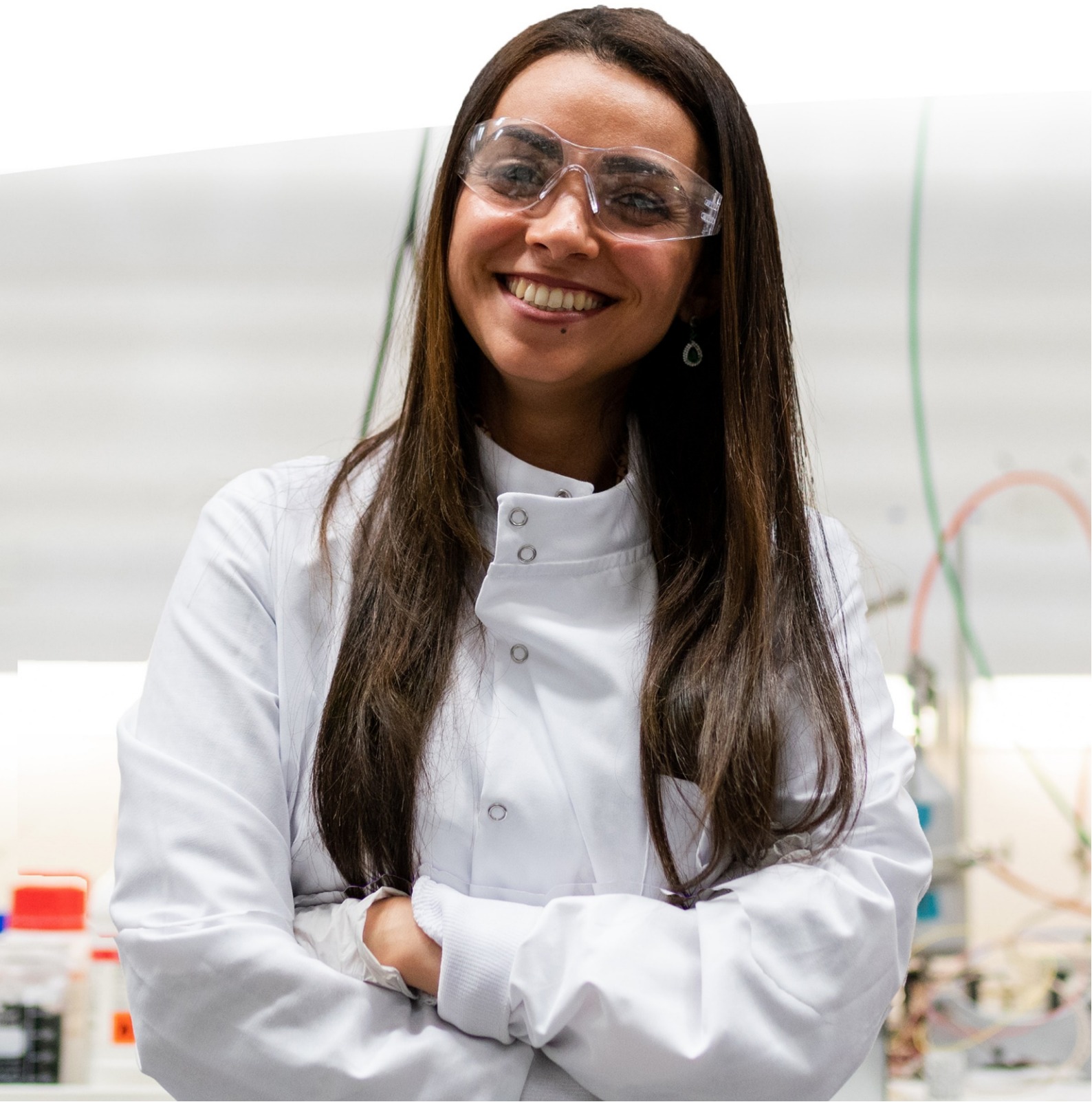




UK GENDER PAY REPORT

2021



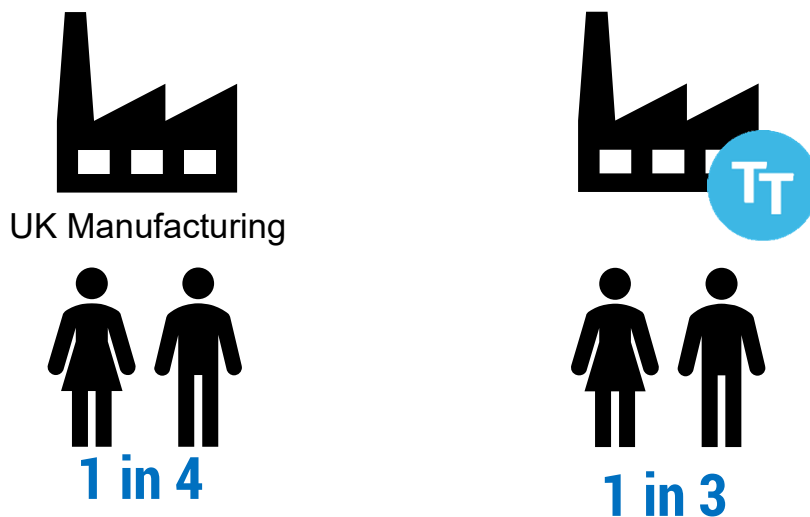
UK Gender Pay Report 2021

At TT Electronics we are working to build a supportive, diverse and engaging place to work. Our employees enable us to deliver our goal: to solve technology challenges for a sustainable world.

Our culture, captured in our “TT Ways of Working¹”, is our foundation for creating a positive work environment where all employees can develop their expertise and progress in their field.

Our recruitment goal is to employ the best person for each job. Throughout the recruitment process, we make sure that our recruitment, training and development, and remuneration policy are fair and are free from any bias.

TT Electronics is a global provider of engineered technologies for performance critical applications. We have manufacturing facilities and administrative staff across the UK. In the UK’s manufacturing sector, there are more male employees than female employees, with women making up 1 in 4 of employees². At TT, women make up over a third of our UK manufacturing workforce. 1 in 3 of our female employees earn at or above our median pay level in the UK, up from 1 in 4 in 2018.



We are more representative than the industry average but recognise **the need to act** as women are underrepresented in our senior managerial and technical positions.

¹ TT Ways of Working: We do the right thing, we bring out the best in each other, we achieve more together, we champion expertise, we get the job done well.

² Statistics taken from ONS

GENDER PAY STATISTICS

The snapshot date of the 2021 report is 5 April 2021 with comparison to the prior year. Please note the 2020 data followed the commencement of the COVID-19 pandemic; to protect our employees from the impact of the pandemic on our end markets and to protect our most vulnerable employees around 15% of employees were on furlough on the 2020 snapshot date. Whilst it is difficult to quantify the impact of furlough on the 2020 statistics, it is expected that the 2020 statistics, whilst broadly representative, were in some cases impacted by employees on furlough being excluded from the analysis.

TT Electronics had eleven employing entities in the UK on the snapshot date. Under the gender pay reporting regulations, statistics included for the report are from the sole entity with 250 employees – Welwyn Components Ltd.

Gender Pay Statistics: Welwyn Components Ltd

Pay Gap

	2021	2020
Median hourly pay difference between men and women	16.0%	17.1%
Mean hourly pay difference between men and women	23.2%	22.5%

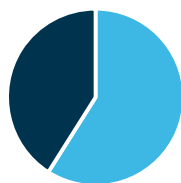
Bonus Gap

	2021	2020
Median bonus difference between men and women	8.1%	2.0%
Mean bonus difference between men and women	51.0%	24.0%

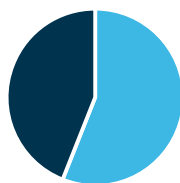
Proportion of men and women receiving a bonus

	2021	2020
Male employees receiving bonus pay	96.1%	97.7%
Female employees receiving bonus pay	96.8%	98.5%

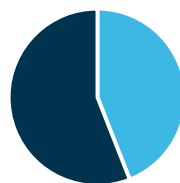
Male and female earnings per pay quartile



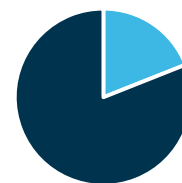
Lower



Lower middle



Upper middle



Upper

UNDERSTANDING OUR UK GENDER PAY GAPS

Our pay and bonus gaps are reflective of women holding fewer senior managerial and technical positions than men. This is similar to the UK national workforce where 10% of professional engineers are women³ and 15% of management roles in STEM (Science, Technology, Engineering and Maths) are held by women⁴. Women held 37% of our roles in the UK in April 2021 and 33% of those earned at or above our median pay level.

The composition of our workforce has a similar influence on our bonus gaps. As with all our UK entities, Welwyn Components Ltd operates incentive schemes covering all employees. More senior positions are eligible to join the TT Group annual incentive scheme and the most senior positions are eligible for long term incentive awards. The higher proportion of men in these roles results in mean bonus gaps across the UK.

TACKLING OUR GENDER PAY GAP

Whilst above the industry average, we recognise the need to act as women continue to be underrepresented in our senior positions for both managerial and technical roles. The challenge for TT, as with the rest of the industry is multi-fold.



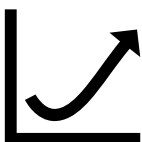
More women in senior managerial and technical roles

Over the last 12 months, we have focussed on putting more women on our succession plans and embarked on a company-wide initiative to standardise our recruitment process, reduce selection bias and attract more women into our business. At a local level we continued to engage with our local communities to inspire more women to follow STEM-related careers. With less than 1 in 5 engineering and technology graduates in the UK being female,⁵ collectively we must continue to address the diversity skills gap through continued outreach. In 2022, plans are underway to launch an Engineering Graduate Programme to support our future leader pipeline. We also continue to promote apprentice schemes, which target diverse intakes, champion talent, and nurture our leading experts of the future.



Support the development of female employees

During 2020 we began designing our first Women's Leadership Programme to accelerate the development of our emerging and high potential talent. This programme went live November 2021 and will also see men participate at various stages. Additionally, we will be introducing mentoring and sponsorship to sit alongside the programme. We continue to focus succession planning and on diversity in our talent through highlighting and celebrating female employees internally year-round.



Facilitate systemic change

At TT, we operate market leading UK maternity and paternity provisions and are working to improve flexible working initiatives where we can. In 2021, we have continued to build a supportive, diverse and engaging place to work, built around the "TT Way" through various inclusive leadership initiatives, including our requirement that all our managers facilitate development conversations with their people, resulting in meaningful development plans.

³ Statistics taken from WES Org UK.

⁴ Statistics taken from WISE UK.

There is always more work to do. We recognise that this is a multi-faceted challenge requiring a multi-pronged approach and believe that the steps we are already taking will enable us to become an even more inclusive and diverse business.

Statement

We confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Warren Tucker
Chairman, TT Electronics plc

Sarah Hamilton-Hanna
Chief People Officer, TT Electronics plc