

TDK-LAMBDA UK LTD

OUR 2024 GENDER PAY GAP REPORT

We are confident that where men and women are performing the same role they are rewarded with equal pay and benefits.

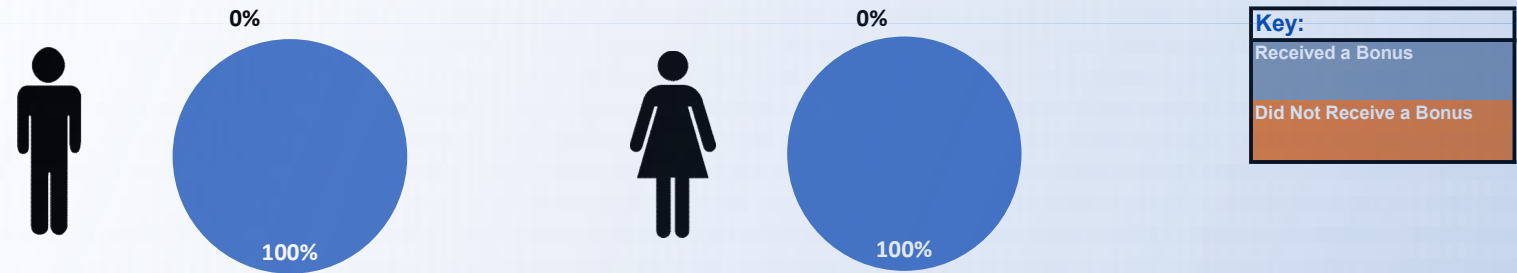
TDK-Lambda UK Ltd employs 300+ staff split approximately 2:1 male to female.
The split in the 85 senior higher paid Executive, Managerial and Engineering roles reduced 6:1 (7:1 for 2022) although still continuing to drive the gender pay gap.
We are working hard in the local community to support and promote STEM activities within schools, focussing on encouraging females into careers in Engineering in an effort to reduce our gender pay gap.

Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Fixed Pay	25.4%	15.0%
Bonus Paid	67.8%	0.0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay (i.e. 5 April 2024). It also captures the mean and median difference between bonuses paid to men and women at TDK-Lambda UK Ltd in the year up to 5 April 2024, i.e. for the performance year 2023

Proportion of employees awarded a bonus for 2023



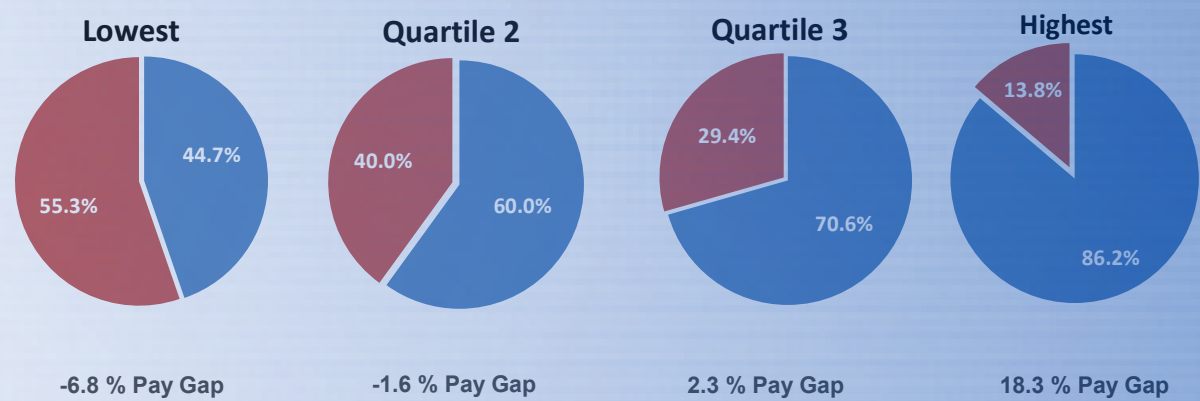
This shows a 0% difference between the number of men and women being paid a bonus for their performance in 2023



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Pay Quartiles



Key:	Percentage male employees	Percentage female employees
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The above image illustrates the gender distribution at TDK-Lambda UK Ltd across four equally sized quartiles, each containing approximately 85 colleagues per quartile.

We offer our employees a wide range of flexible working options to enable them to effectively manage their work/life balance. These options include part-time working, occasional home working and flexitime. Many of our employees choose these options.

Wayne Lee
Finance Director

Suzannah Forrester
HR Director



PUBLISHED STATISTICS TO HMRC

Women's hourly rate is

25.4%	15.0%
Lower (Mean)	Lower (Median)

Pay Quartiles

How many men and women are in each quarter of the employer's payroll.

Top Quartile

86%	14%
Men	Women

Upper Middle Quartile

71%	29%
Men	Women

Lower Middle Quartile

60%	40%
Men	Women

Lower Quartile

45%	55%
Men	Women

Bonus Pay

Women's bonus pay is

68%	0%
Lower (Mean)	Higher (Median)

Who received bonus pay

100%	100%
OF MEN	OF WOMEN

