

TDK-LAMBDA UK LTD

OUR 2018 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 2:1 men to women.

This split in the 74 senior higher paid Executive, Managerial and Engineering roles increases to 11:1 which currently drives the gender pay gap.

We are working hard in the local community to support and promote STEM activities within schools and colleges and through our STEM Ambassadors, and focus heavily on encouraging females into careers in Engineering in an effort to reduce our gender pay gap.

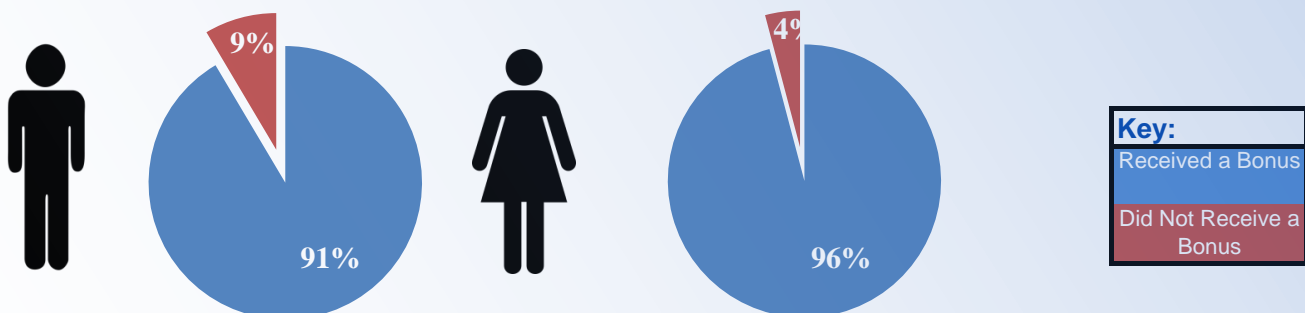
Bonuses are paid to all employees who are with the company for a 12 month qualifying period. Executive, Management and Sales bonus schemes differ from the standard scheme which pays out equally to males and females.

Pay and Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly Fixed Pay	30.7%	16.7%
Bonus Paid	65.3%	8.6%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay (i.e. 5 April 2018). 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 2018, i.e. for the performance year 2017

Proportion of employees awarded a bonus for 2017



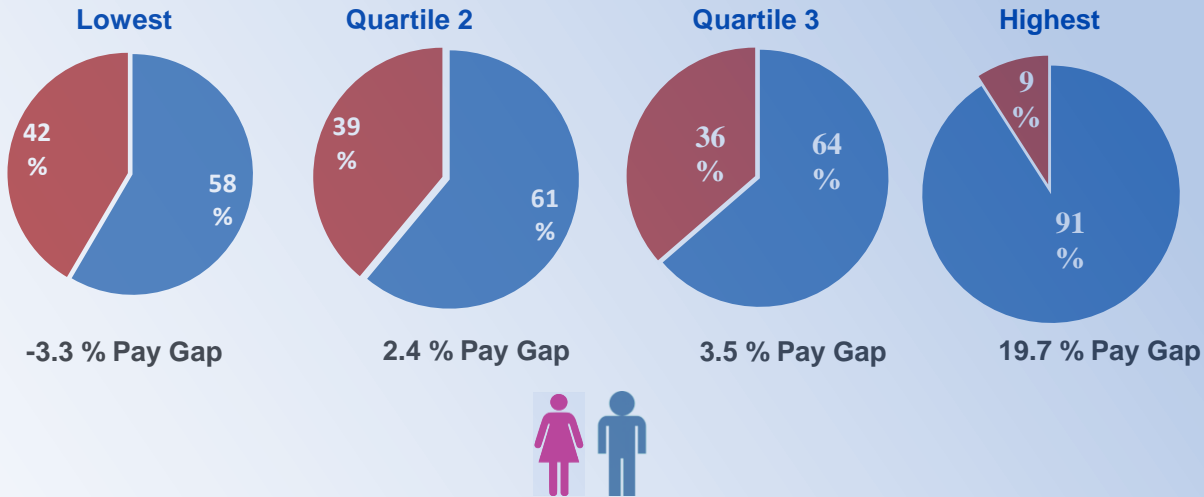
This shows a 4% difference between the number of men and women being paid a bonus for their performance in 2017.



TDK-LAMBDA UK LTD

OUR 2018 GENDER PAY GAP REPORT

Pay Quartiles

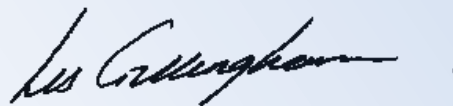


The above image illustrates the gender distribution at TDK-Lambda UK Ltd across four equally sized quartiles, each containing just close to 77 colleagues per quartile.

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.



Paul Swan
Finance Director



Lis Gillingham
HR Manager

PUBLISHED STATISTICS TO HMRC

Women's hourly rate is

30.7%

16.7%

Lower
(Mean)

Lower
(Median)

Pay Quartiles

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

Top Quartile

91%

9%

Men

Women

Upper Middle Quartile

64%

36%

Men

Women

Lower Middle Quartile

61%

39%

Men

Women

Lower Quartile

58%

42%

Men

Women

Bonus Pay

Women's bonus pay is

65%

9%

Lower
(Mean)

Lower
(Median)

Who received bonus pay

91%

96%

OF MEN

OF WOMEN

