

TDK-LAMBDA UK LTD

OUR 2023 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.

This split in the 85 senior higher paid Executive, Managerial and Engineering roles reduced 7:1 (10:1 for 2021) 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.

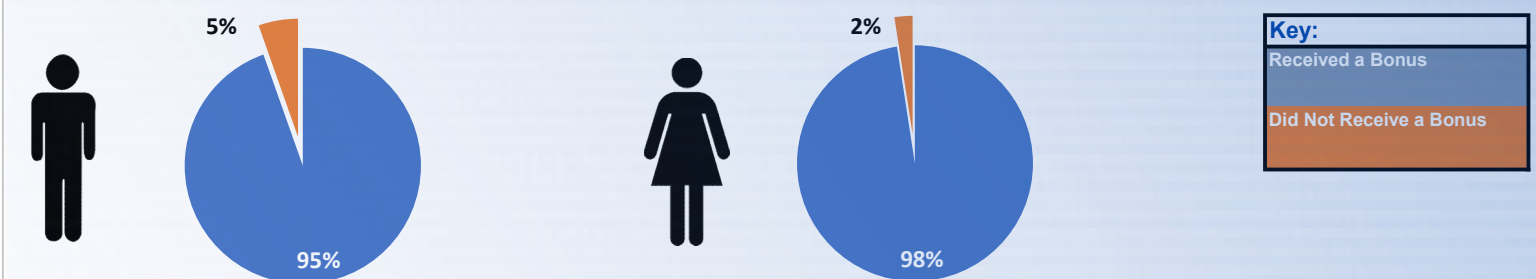
Executive, Management and Sales bonus schemes differ from the standard scheme which pays out equally to males and females.

Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Hourly Fixed Pay	23.3%	12.5%
Bonus Paid	68.7%	0.0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay (i.e. 5 April 2023). 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 2023, i.e. for the performance year 2022

Proportion of employees awarded a bonus for 2022



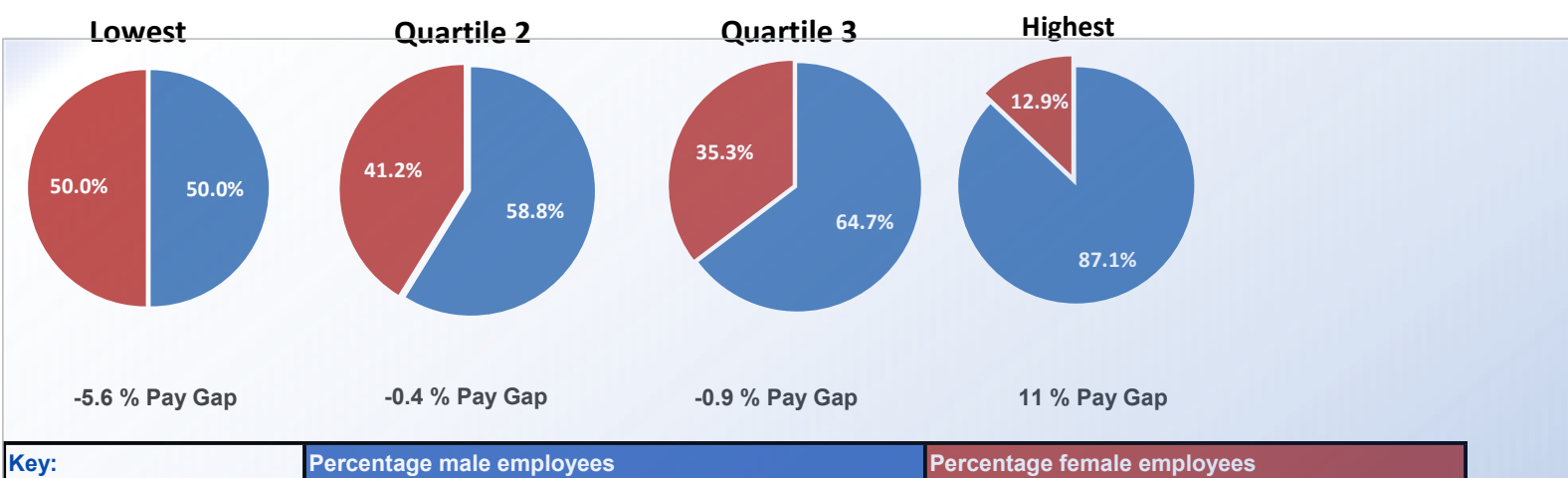
This shows a 2.9% difference between the number of men and women being paid a bonus for their performance in 2022



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Pay Quartiles



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 Manager

