

Gender Pay Gap Report

Our Organisation

Our employees are our most valuable resource. It is they who, with creativity, knowledge and dedication, drive us forward. Our workplace should be an inclusive environment where talent can flourish. To this end we promote equal opportunities for all employees and offer an open culture characterized by tolerance and respect for each other's differences and opinions.

Gender Pay Gap Report

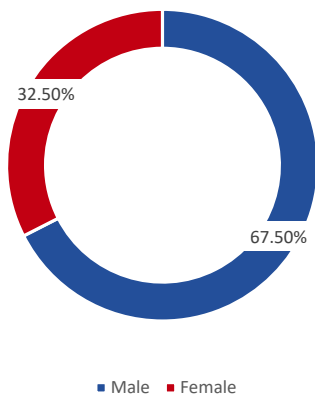
In line with government regulations, this is our annual gender pay gap report for the snapshot date of 5th April 2022.

Why Gender Pay is calculated?

All organisations with more than 250 employees have to annually publish their own gender pay data which must also be published on the Government website.

Our workforce

Our workforce is made up of 32.5% females to 67.5% males and this is similar to last reported period.

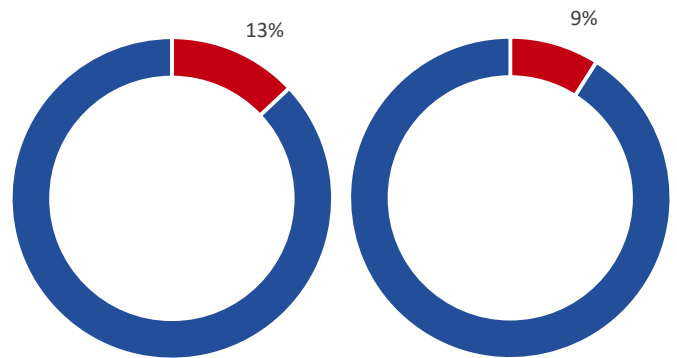


Gender Pay

These figures show the difference between the mean pay gap and the median pay gap of all male and female employees regardless of position in the organisation shown as a percentage of male employees pay

Mean Pay Gap

Median Pay Gap



Whilst men and women are paid equally for equivalent work we employ close to three times more men than women and a higher proportion of our senior management positions are held by men.

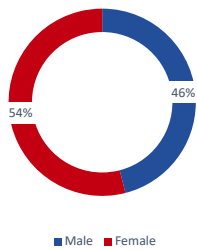
This is not an unusual statistic for a manufacturing company like ours. Many of the positions we employ require qualifications in mechanical and / or electrical engineering and other STEM subjects and a large proportion of our roles require a level of engineering / manufacturing know how. These roles are typically held by males.

Whilst we do employ some talented women in this part of the workforce, the reality of the UK labour market realizes far fewer women available and a smaller talent pool of females to recruit from. Hence many of our women are recruited into the seemingly more female typical roles in finance, customer services, marketing and administration, with more of them employed in part time roles than the men.

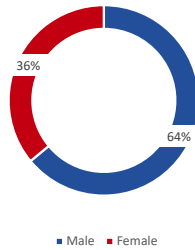
Gender pay quartiles 2022

The data below shows the gender pay distribution across all UK employees based on the four pay quartiles (as of 5 April 2022). We are pleased to see movement towards a balanced distribution of our male and female employees which also supports the positive trends in our report overall.

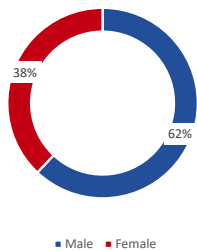
Employees in 1st Quartile



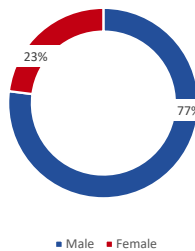
Employees in 2nd Quartile



Employees in 3rd Quartile



Employees in 4th Quartile



Bonus gender pay gap

Proportion of Males and Females Receiving a Bonus Payment

We have seen significant recruitment activity in the period and eligibility for the bonus is based on passing probation and so not all employees were eligible in the period.

Male

86%



Female

85%



Gender pay gap for bonus

Average (mean) male bonus earnings are 25% higher than female bonus earnings. Average (median) male bonus earnings are 17% higher than median female bonus earnings.

What are the underlying causes of HellermannTyton's gender pay gap?

We feel the gender pay gap is a result of the roles in which men and women work within HellermannTyton and the salaries that these roles attract. While many of the causes of the gender pay gap relate to employment itself, and to the nature of work and working patterns, many other factors originate outside the workplace. These are derived from stereotyped gender roles and cultural prejudices regarding the role of men and women.

What is HellermannTyton doing to address its gender pay gap?

HellermannTyton is introducing a revised remuneration policy to ensure we keep a focus on paying employees equally for the same and equivalent work. This will include regular reviews for pay and benefits.

We are reviewing how we attract talent to HellermannTyton to ensure we are attracting the talent we need and that we have a focus on diversity in our workforce. Our male / female ratio is healthy for our industry sector and we have a workforce of varied ethnicity so our diversity is important to us. The review will also include how we promote from within and support all employees to realise their potential; both male and female.

Karl Rush, Managing Director
HellermannTyton UK & Ireland

HellermannTyton