Gender Pay Gap
Report 2018

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Contents

About TVS
Definition of Mean and Median
Understanding our Pay Gap
Pay Quartiles
Understanding the Results
Declaration
About TVS

TVS Supply Chain Solutions Limited (TVS SCS) is a global provider of world class, end-to-end supply chain services across a variety of sectors. We are specialists in providing revenue growth, inventory reduction and operating cost reduction for our customers.

As required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have calculated our gender pay gap to show the difference between the average earnings of men and women across TVS SCS.

The gender pay gap data is presented in the mean and median pay gap between men and women's hourly pay and bonuses.
**Definition of Mean and Median**

**What is the Mean?**
Calculating a mean involves adding up the pay of the men and women employed by TVS SCS and dividing the result by the number of men or women respectively. The difference between these two means is the Mean Pay Gap. The same calculation is performed for bonuses to calculate the Mean Bonus Gap.

\[
\text{Mean female average pay} = \frac{\text{total pay of female employees}}{\text{No. of female employees}}
\]

\[
\text{Mean male average pay} = \frac{\text{total pay of male employees}}{\text{No. of male employees}}
\]

\[
\text{Mean pay gap} = \text{Mean female average pay} - \text{Mean male average pay}
\]

**What is the Median?**
Calculating a median involves ranking the pay of the men and women employed by TVS SCS separately in numerical order and selecting the pay of the middle ranking man and the middle ranking women. The difference between the pay of the middle ranking man and women is the Median Pay Gap. The same calculation is performed for bonuses to calculate the Median Bonus Gap.

\[
\text{Median Pay} = \text{The difference between the pay of the middle ranking man and the middle ranking women}
\]

\[
\text{Median pay gap} = \text{The difference between the pay of the middle ranking man and the middle ranking women}
\]
## Understanding our Pay Gap

<table>
<thead>
<tr>
<th>Metric</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018 Mean Pay Gap</td>
<td>13%</td>
</tr>
<tr>
<td>2018 Median Pay Gap</td>
<td>6%</td>
</tr>
<tr>
<td>Bonus mean</td>
<td>36%</td>
</tr>
<tr>
<td>Bonus median</td>
<td>0%</td>
</tr>
</tbody>
</table>

Proportion of men and women who received a bonus payment:
- Men: 92%
- Women: 89%
Pay Quartiles

Total number of full pay relevant staff: 528
Number per quartile: 132

Upper Quartile
- 28% Female
- 72% Male

Upper Middle Quartile
- 37% Female
- 63% Male

Lower Middle Quartile
- 38% Female
- 62% Male

Lower Quartile
- 42% Female
- 58% Male
Understanding the Results

This is the second year we have published our figures and analysis of the data shows we have made progress towards closing the gap, especially in relation to the bonus gap between men and women.

Pay Gap

Our mean pay gap in 2018 is consistent with 2017 at 13%. We are pleased that our median hourly pay gap has reduced from 7% in 2017 to 6% in 2018 and it still remains significantly lower than the National Average of 17.9% (ONS).

As outlined within our 2017 report, a large proportion of our workforce are male with the demographic being 63% male and 37% female at 5 April 2018, which is mainly due to our historical manufacturing background.

In addition, we have a stable workforce with approximately 25% of our employees having over 10 years’ service. Our employee turnover remains low (average 1.3%) which limits the rate of development within this area.

We strongly believe our greatest asset is our people and we aim to ensure they are treated equally, across all levels and locations. This includes making sure all employees have the same opportunities for recognition, reward and career development.
Understanding the Results - continued

Reducing the pay gap is a continuous commitment and, as detailed within our 2017 report, our focus we will continue to be in the following areas:

**Flexible Working**
Supporting flexible working wherever business requirements allow it.

**Maternity Support**
Encouraging mothers back into the workplace after maternity leave.

**Female Role Models**
Ensuring there are female role models in key positions across TVS SCS.

**Pay**
Having annual pay audits to address any inequality.

We will continue to deliver these actions over the next 12 months and we will further seek and explore other methods to promote fairness and diversity. We are confident our efforts will continue to reduce the gaps.

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**Bonus Gap**

The 2017 figures demonstrated TVS SCS’s commitment to sharing its operational successes through the application of a company bonus scheme, which all employees are entitled to participate in, irrespective of role or gender, and this commitment has continued in 2018 as is highlighted in our median bonus gap of 0%.

We are pleased to see a reduction of 5% in the mean bonus gap from 41% in 2017 to 36% in 2018. This improvement has been driven by a higher proportion of women occupying management roles.
Declaration

I confirm the information and data reported is accurate as of the snapshot date 5 April 2018.

Paul Roberts
Finance Director
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TVS
Supply Chain Solutions

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