



Gender Pay Gap Report 2017

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Innovate.
Accelerate.***

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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 costs 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 our business.

In this report we have provided our gender pay gap data for the UK, presented in the mean and median (average) pay gaps between men and women's hourly pay and bonuses. The report also identifies potential causes of the pay gap and outlines our plans for reducing the gap.

100+ Years
Trading

30,000+
Global Employees

20+
Operating Countries

\$7bn
Annual Turnover

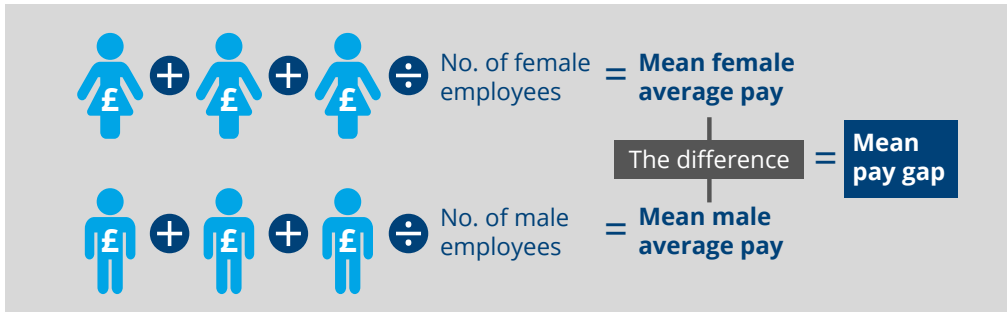
3,000+
Global Suppliers

Managing **2 million**
parts worldwide

Definition of Mean and Median

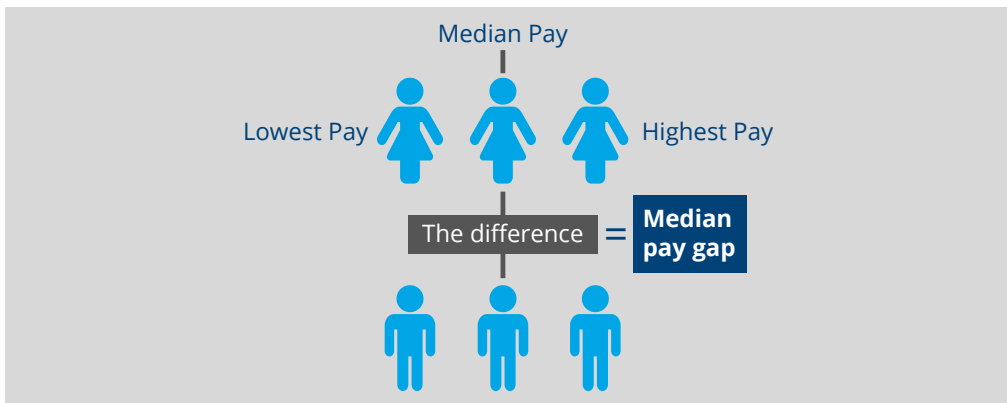
What is the Mean?

Calculating a mean average involves adding up all the numbers and dividing the result by how many values were in the list.



What is the Median?

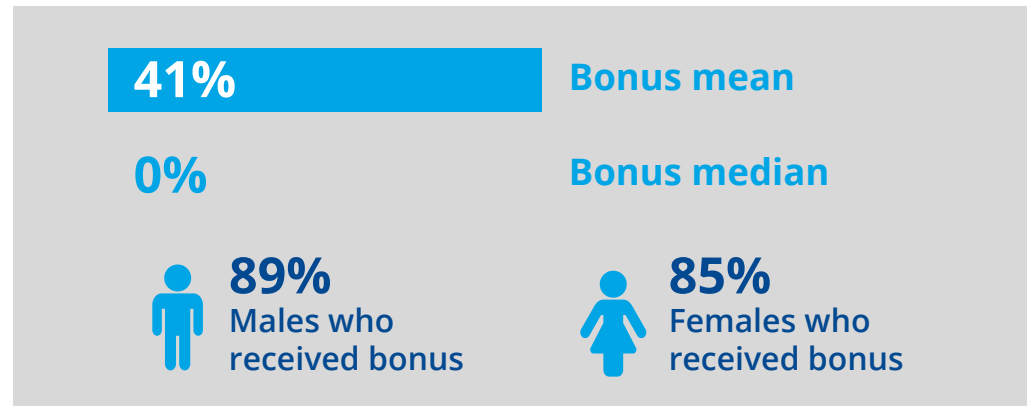
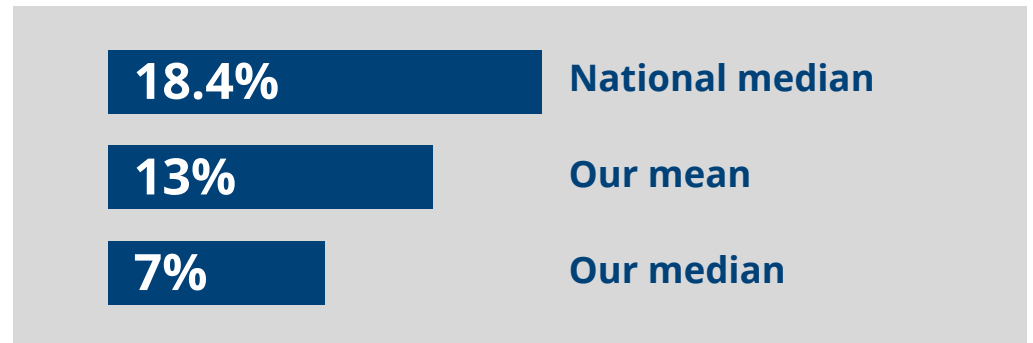
Calculating a median involves listing all the numbers in numerical order and selecting the middle number.



Figures

In April 2017, the national average gender pay gap (for median earnings) for full-time employees was **9.1%** and **18.4%** for both the full-time and part-time (ONS: Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised results).

This report provides our pay data as at 5 April 2017 for full-time and part-time employees.

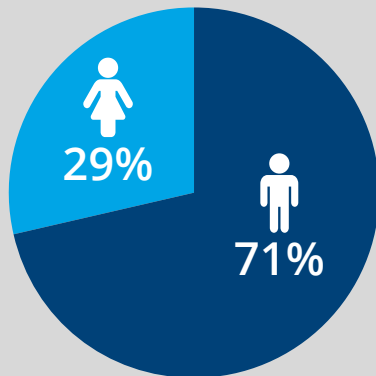


Pay Quartiles

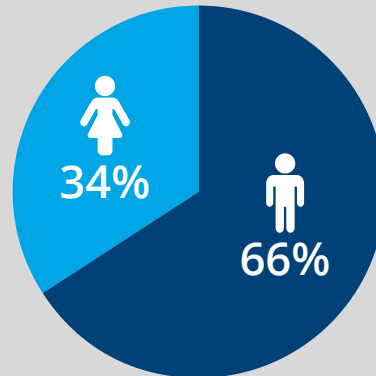
Total number of full pay relevant staff: **532**

Number per quartile: **133**

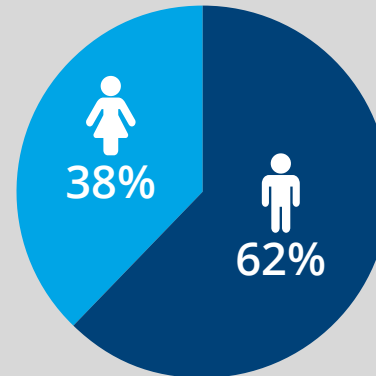
Upper Quartile



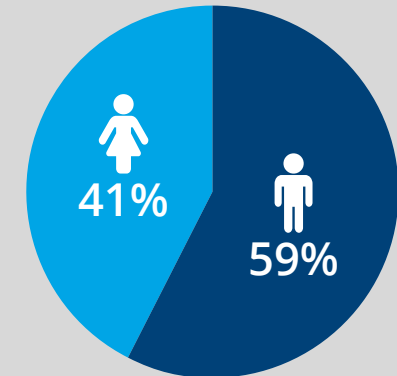
Upper Middle
Quartile



Lower Middle
Quartile



Lower Quartile



Narrative

TVS SCS embraces diversity and the principle of equal opportunities for all employees. We recognise that a workforce made up of individuals with different ideas, strengths, interests and cultural backgrounds can generate added value to our business.

TVS SCS aims to ensure that people are treated equally at work, across all levels and locations. This includes making sure all employees have the same opportunities for recognition, reward and career development.

We are pleased that the figures demonstrate the Company's commitment to sharing its operational successes through the application of a Company bonus scheme. All permanent employees, irrespective of role or gender are entitled to this bonus.

Although our average pay median is below the national average, of 18.4%, the report has highlighted that there is some disparity between men and women's pay and amount of bonus at TVS SCS. The following section will explore some of the contributory factors and the steps that TVS SCS are taking to address the gap.



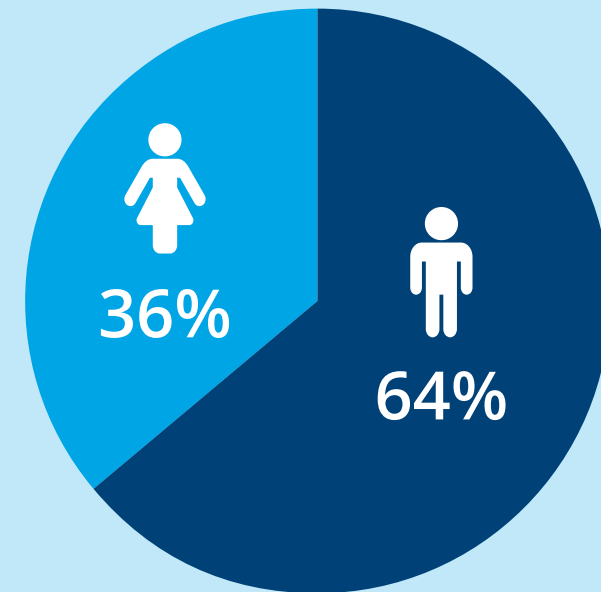
Contributing Factors

The current demographic at TVS SCS is **64%** Male and **36%** Female which is mainly due to our historic manufacturing background.

In 2010 TVS, an Indian conglomerate, acquired Multipart Solutions Limited and rebranded it TVS SCS. Multipart was formally best known as part of the iconic British vehicle manufacturer Leyland Motors. The Company was originally formed as the commercial vehicle aftermarket parts division of Leyland Motors and more recently diversified into end to end logistics and supply chain outsourcing in a number of markets.

This manufacturing background coupled with our low employee turnover (average of 0.90%) and our long standing presence in the local community, often recruiting through family generations, has had a significant impact on our demographic split and consequently our gender pay gap.

Current Demographic at TVS SCS



The Future

Whilst we are pleased that our median pay figure of 7% is significantly lower than the National Average of 18.4%, we are committed to reducing the gap further and this is demonstrated as follows:



Flexible Working

The Flexible Working Policy is open to all employees and we seek to accommodate requests for flexible working arrangements, wherever business needs enable it. We understand that flexible working can help colleagues to fit work around family responsibilities and are committed to exploring all possibilities to try and support employee's requests.



Maternity Support

TVS SCS is also working hard to encourage mothers back into the workplace after maternity leave, as we want to retain female talent in our business. We are pleased to report that over the last three years our average maternity return rate is over 85%.



Female Role Models

TVS SCS is proud that women currently make up 40% of the Senior Management Team which has exceeded the 33% target set by the Government for management boards by 2020. We believe strong role models inspire our employees and demonstrate an inclusive culture.



Pay

We are committed to conducting regular pay audits and pay reviews and taking specific action to address any inequality that is highlighted.

In summary, we will continue to enhance and expand on these activities – and we are confident the efforts we are making will help us reduce the gender pay gap at TVS SCS.

Declaration

I confirm the information and data reported is accurate as of the snapshot date 5 April 2017.



Paul Roberts
Finance Director



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