



Gender Pay Gap Report 2020

***Collaborate.
Innovate.
Accelerate.***

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About TVS

TVS Supply Chain Solutions Limited (TVS SCS) is a global company that provides end to end supply chain management services.

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.

100+ Years

Trading



15,000

Global Employees



50

Operating Countries



\$1bn

Annual Turnover



5,000+

Global Suppliers



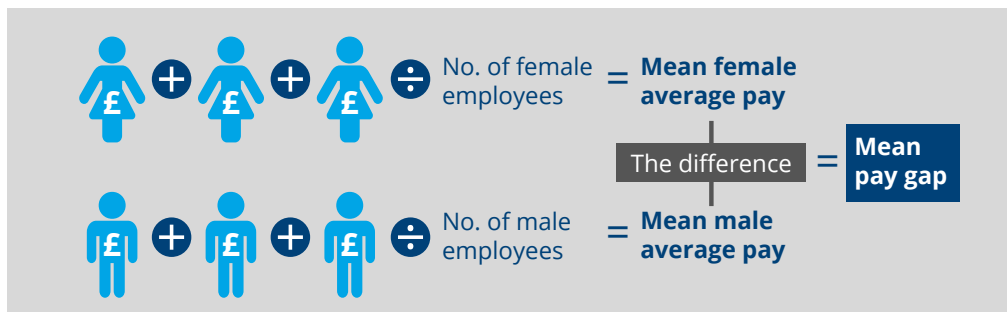
Managing **2 million**
parts worldwide



Definition of Mean and Median

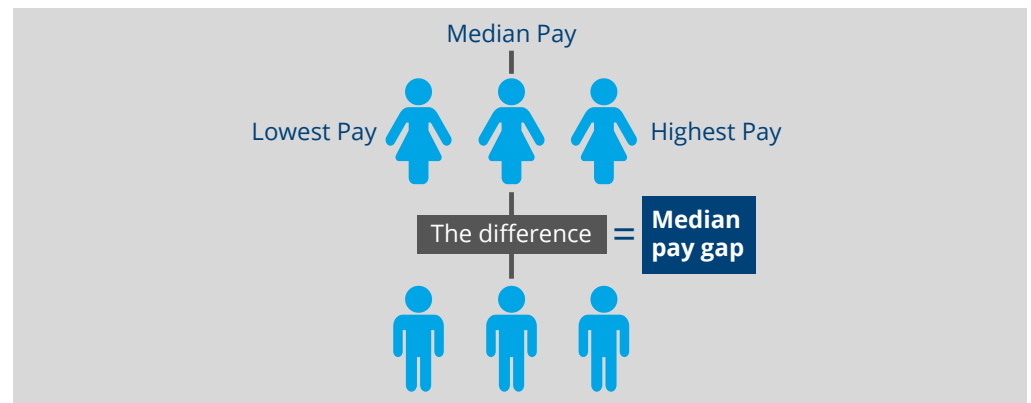
What is the Mean Gap?

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.



What is the Median Gap?

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 woman. The difference between the pay of the middle ranking man and woman is the Median Pay Gap. The same calculation is performed for bonuses to calculate the Median Bonus Gap.



Understanding our Pay Gap

12%

2020 Mean Pay Gap

8%

2020 Median Pay Gap

67%

2020 Mean Bonus Gap

24%

2020 Median Bonus Gap

Proportion of men and
women who received a
bonus payment



95%



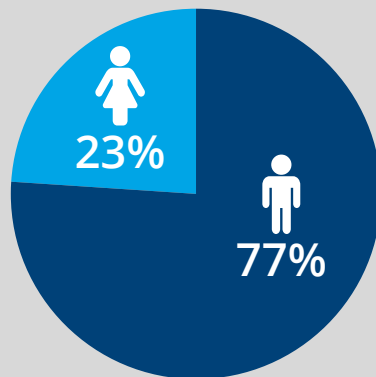
94%

Pay Quartiles

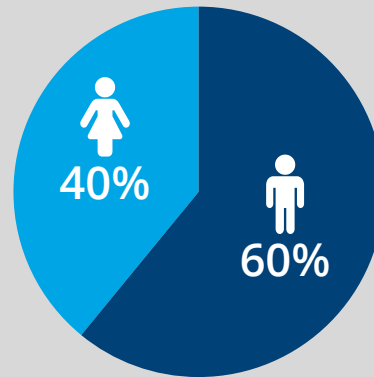
Total number of full pay relevant staff: **443**

Number per quartile: **110.75**

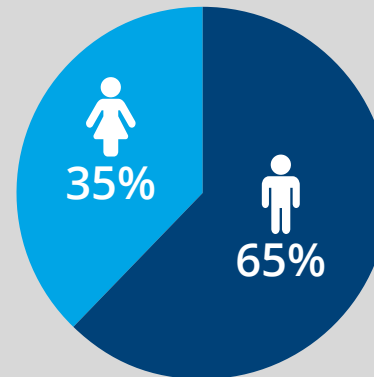
Upper Quartile



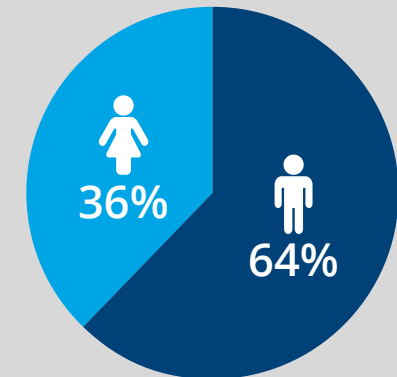
Upper Middle
Quartile



Lower Middle
Quartile



Lower Quartile



Understanding the Results

Due to the COVID-19 pandemic the Gender Pay Gap figures for 2019 were not recorded. Therefore, we are comparing the 2020 data to the 2018 data.

We are pleased to report our mean pay gap has reduced from 13% in 2018, to 12% in 2020, so there has been some progress in closing the gap. In relation to the median hourly pay gap, this has increased to 8% but it remains significantly lower than the National Average of 17.3% (ONS).

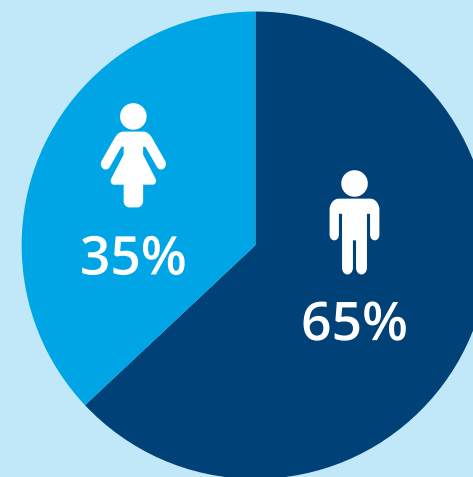
As outlined within our previous reports, a large proportion of our workforce are male with the demographic being 65% male and 35% female at 5 April 2020, which is mainly due to our historical manufacturing background.

We also have a very stable workforce with approximately 25% of our employees having over 10 years' service. In addition, our employee turnover remains low (average 1.13%), which limits the rate of development in the company.

We strongly believe our greatest asset is our people and we are committed to creating a diverse and inclusive workplace. Our aim is to ensure all employees are treated equally, across all levels and locations, as we believe this is fundamental to creating a more innovative and high performing company for the future.

Reducing the pay gap is not a quick fix, it is a continuous commitment. The COVID-19 pandemic has taught us that our business can continue to thrive whilst adopting a more flexible approach to work. We are offering employees the opportunity to work from home several days a week (if their current role allows) after the Governments restrictions are lifted. As women can often take primary care responsibility for children, this improved flexible approach to work will offer additional support and opportunity to our female employees, enabling them to succeed.

Current Demographic at TVS SCS



Understanding the Results - continued

Since our last report in 2018, we have also enhanced our maternity policy, to give added support to our female colleagues, whilst they take time out of their roles to spend quality time with their newborns.

We will continue to deliver on these areas 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 gap.

Other areas that we will continue to focus on include:



Flexible Working

Supporting flexible working wherever business requirements allow it.



Flexible start and finish times.



Female Role Models

Ensuring there are female role models in key positions across TVS SCS (currently 40% of Board of Directors are female).

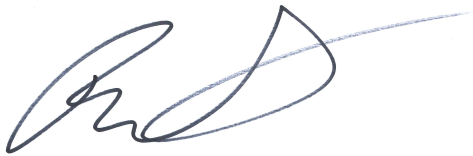


Pay

Having annual pay audits to address any inequality.

Declaration

I confirm the information and data reported is accurate as of the snapshot date 5th April 2020.

A handwritten signature in blue ink, appearing to be 'P. Roberts', with a long horizontal stroke extending to the right.

Paul Roberts
Finance Director



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