



Gender Pay Gap Report 2021

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

TVSDAGB316

05/04/2022

Contents

About TVS	3
Definition of Mean and Median	4
Understanding our Pay Gap	5
Pay Quartiles	6
Understanding the Results	7
Declaration	9



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



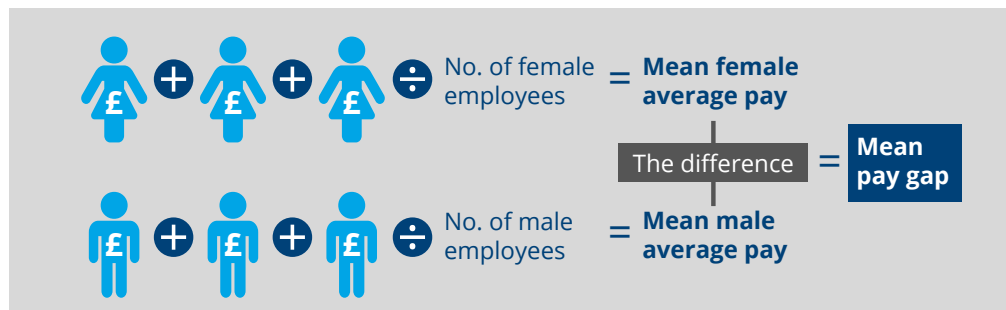
Managing **2 million**
parts worldwide



Definition of Mean and Median

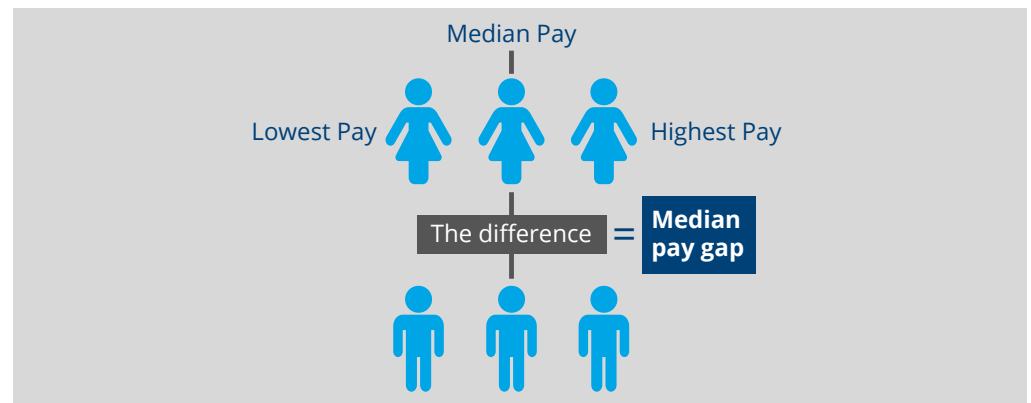
What is the Mean Gap?

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%

2021 Mean Pay Gap

11%

2021 Median Pay Gap

56%

2021 Mean Bonus Gap

0%

2021 Median Bonus Gap

Proportion of men and
women who received a
bonus payment



95%



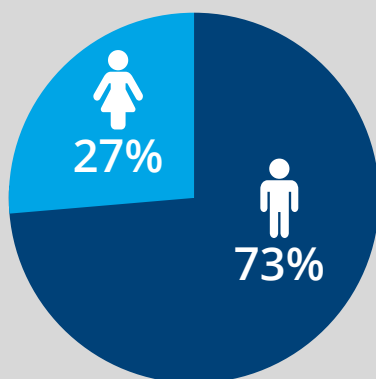
95%

Pay Quartiles

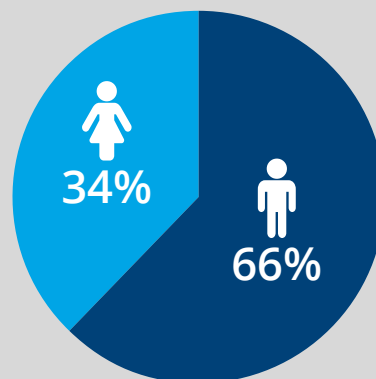
Total number of full pay relevant staff: **600**

Number per quartile: **150**

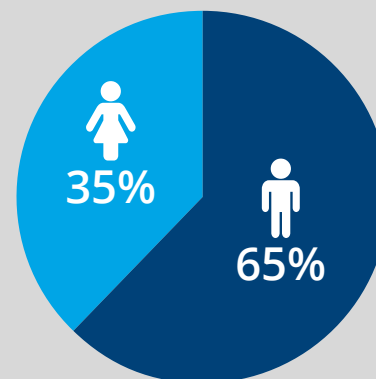
Upper Hourly
Pay Quarter



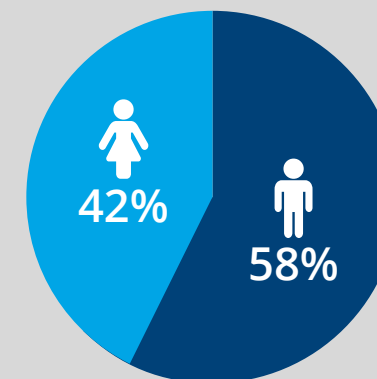
Upper Middle Hourly
Pay Quarter



Lower Middle
Hourly Pay Quarter



Lower Hourly
Pay Quarter



Understanding the Results

TVS SCS UK's gender pay gap data was collected on the snapshot date of 5th April 2021.

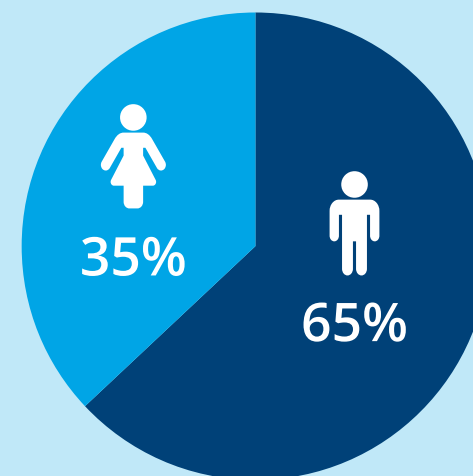
Since our 2020 results, our mean pay gap has remained the same. Having seen our median gender pay gap stay relatively stable during the first three years of compulsory reporting, in 2021 our gap increased to 11%, but it remains significantly lower than the National Average of 15.5% (ONS). This is because the proportion of women in the lower and middle quartiles has remained consistently greater than those in the upper quartile. Salary ranges in the upper quartile are much broader than in other quartiles, because of the more specialised roles at these levels, and this contributes significantly to our median pay gap.

As outlined within our previous reports, a large proportion of our workforce are male with the demographic being 65% male and 35% female on 5 April 2021, which is mainly due to our historical manufacturing background.

In the last year, we have continued to build our consultancy programme which works with a number of armed forces veterans, this has led to the introduction of more senior professional and managerial roles in our upper-middle quartile, which have been filled by a higher proportion of men than women, which is still representative of the military sector as a whole.

We strongly believe our greatest asset is our people and we are committed to fostering 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.

Current Demographic at TVS SCS



Understanding the Results - continued

Maintaining commitment to reducing pay gaps is critical if we are to continue to achieve the growth, productivity and skill advantages that come from greater inclusion and equal progression

Since our report last year, we have continued to act on our commitment to greater inclusion, fairness, and flexibility in several ways including:



Flexible Working

Supporting flexible working wherever business requirements allow it.



Hybrid Working

The pandemic has given us the opportunity for hybrid ways of working. Our approach is helping us to attract and retain talented people who are committed to our purpose.



Female Role Models

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



Recruitment & Retention

We continue to review our talent attraction approach with our aim to achieve greater diversity throughout TVS SCS.



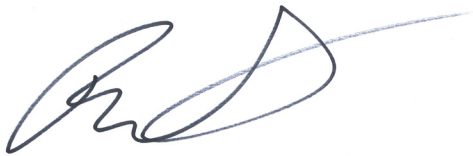
Pay

Having annual pay audits to address any inequality.

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.

Declaration

I confirm the information and data reported is accurate as of the snapshot date 5th April 2021.



Paul Roberts
Finance Director



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