



Gender Pay Gap Report 2022

***BELIEVE IN THE
POWER OF US***

TVSDAGB369

05/04/2023

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About TVS SCS

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



18,000
Global Employees



50
Operating Countries



\$1.5bn
Annual Turnover



5,000+
Global Suppliers



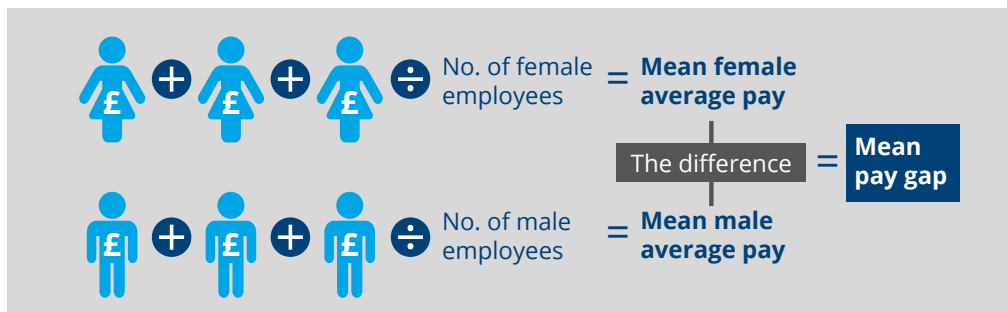
Managing **2 million**
parts worldwide



Definition of Mean and Median

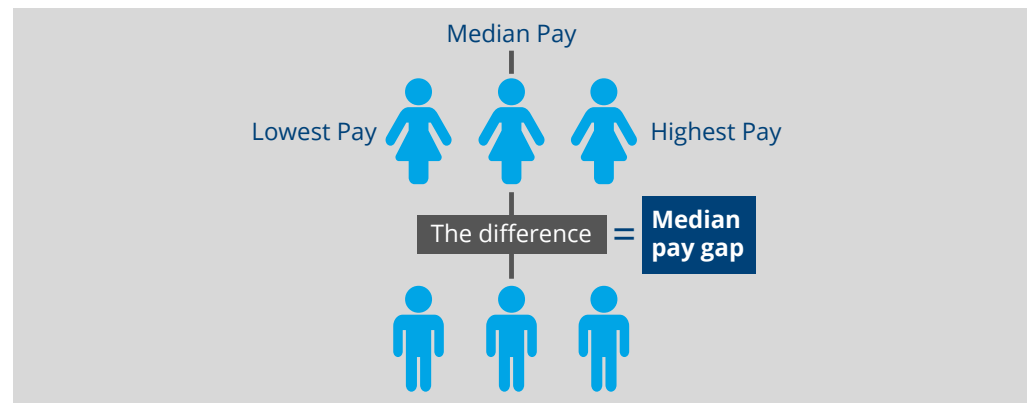
What is the Mean Gap?

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

13%

2022 Mean Pay Gap

12%

2022 Median Pay Gap

53%

2022 Mean Bonus Gap

0%

2022 Median Bonus Gap

Proportion of men and
women who received a
bonus payment



89%



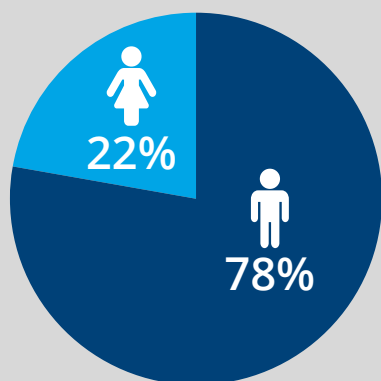
98%

Pay Quartiles

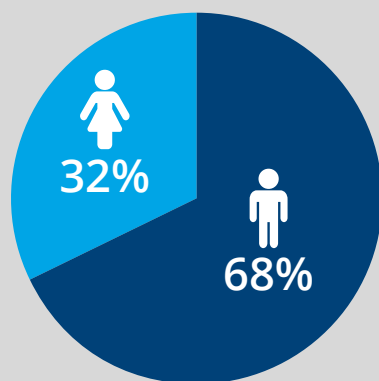
Total number of full pay relevant staff: **681**

Number per quartile: **170**

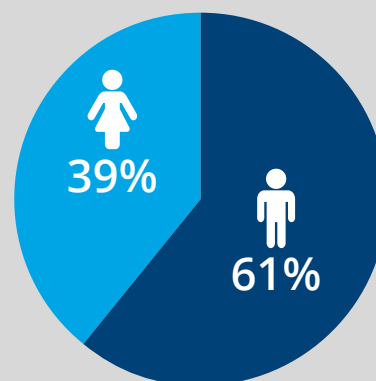
Upper Hourly
Pay Quarter



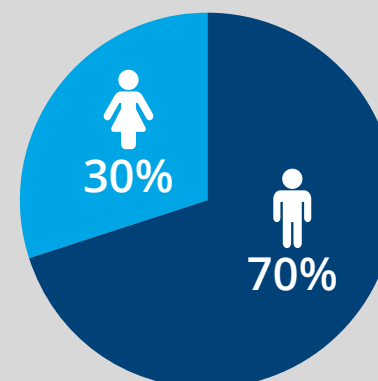
Upper Middle Hourly
Pay Quarter



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 2022.

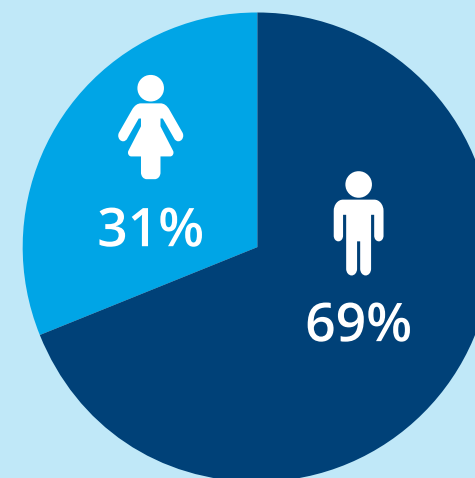
Since our 2021 results, both our mean and median pay gap have increased by one percentile but remain significantly lower than the National Average of 15.5% (ONS). This is because the proportion of men in the upper, upper middle and lower quartiles has increased as a result of new business wins, but the proportion of women in the lower middle quartile has also increased by 4%. Whilst there remains a gap in pay between the men and women, the mean and median pay gap are still on positive trajectories overall and still under the National Average.

As outlined within our previous reports, a large proportion of our workforce are male with the demographic being 69% male and 31% female on 5th April 2022, which is mainly due to our historical manufacturing background and the expansion of our consultancy programme.

In the last year, our consultancy programme has expanded rapidly and continues to do so, more than doubling in size from 28 consultants in 2021 to 64 in 2022. This programme works with several armed forces veterans and 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. This is still representative of the military sector as a largely male dominated industry as in the 12 months to March 2022, only 13.4% of the intake into the combined UK Regular Forces and the Future reserves were female.

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 continuously reviewed and developed 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, which has remained stable and static since our last report).



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.



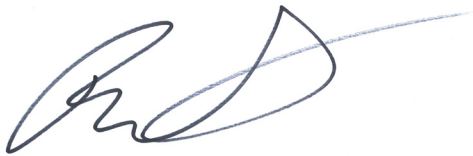
Training

Regular training on Equality, Diversity and Inclusion, Mental Health, and general Well-being.

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 2022.



Paul Roberts
Finance Director



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