

Gender Pay Gap Reporting 2019

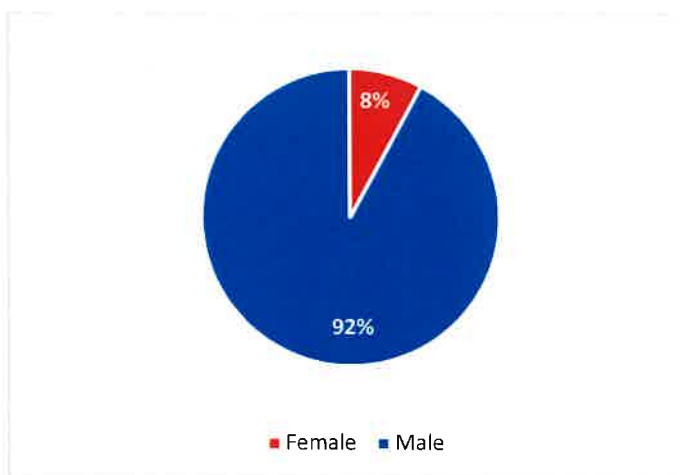
Following the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees must publish specific figures about gender pay gap as a legal requirement. The gender pay gap is the average difference between a man's and a woman's remuneration.

The Organisation

Timet UK Ltd is the premium supplier of titanium product in the aerospace industry. On 5th April 2019 the company had 758 employees based across the 2 UK locations at Swansea and Birmingham.

Male v Female employed in Timet UK Ltd

The employee demographics in relation to male and female, on the snap shot date, 5th April 2019, was made up as follows:



Our Results

Timet UK Ltd sits within the medium to heavy end of the engineering industry that requires 24/7 working. The data shows that 8% of the population is female which was also the confirmed number in 2018.

The company employs the majority of the Works Payroll & negotiated staff positions on 12 hour shift patterns which attracts very few female applicants. These positions are paid fixed salary and a shift premium, bargained for by their representing union which is paid to anyone regardless of gender.

Our results have been calculated in line with the Gender Pay Reporting Regulations which have been set out as follows:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

Our data has been calculated using the pay period that includes the snap shot date for the hourly pay information and the year up to and including the snap shot date for the bonus calculations.

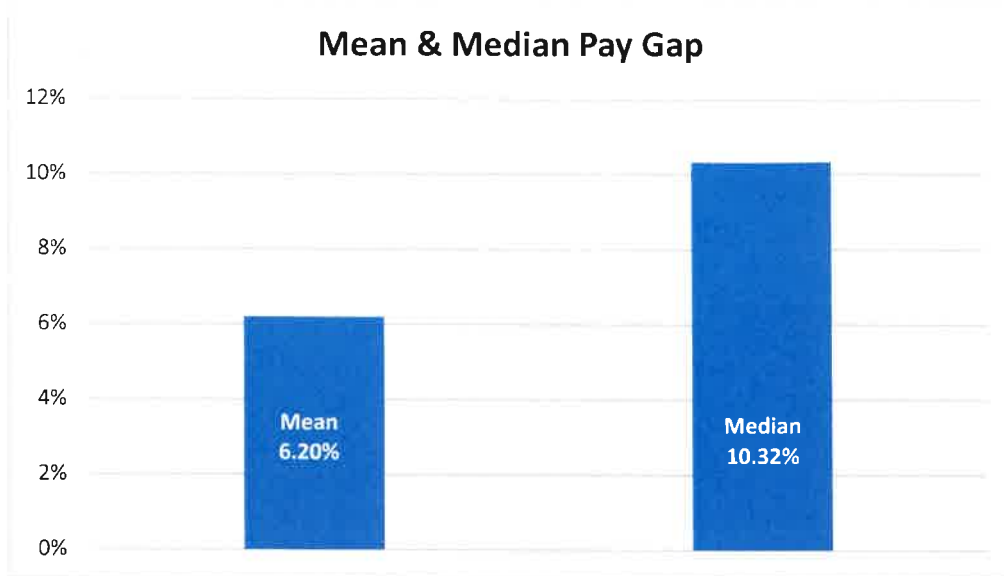
Mean Gender Pay gap in hourly pay

This is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of a female full-pay relevant employee. All employees are included in this calculation.

Median Gender Pay gap in hourly pay

This is the difference between the median (middle) hourly rate of pay of male full-pay relevant employees and that of a female full-pay relevant employee. All employees are included in this calculation.

The results for both of these are shown below:

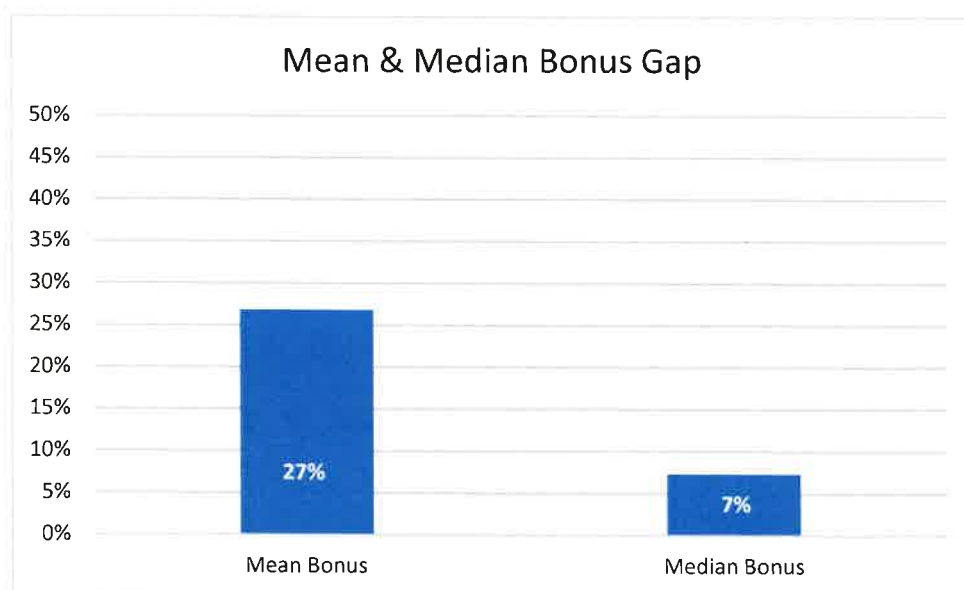


Mean Gender Bonus gap

This is the difference between the mean (average) bonus pay paid to male relevant employees and that of a female relevant employee. All employees are included in this calculation.

Median Gender Bonus gap

This is the difference between the median (middle) bonus pay paid to male relevant employees and that of a female relevant employee. All employees are included in this calculation.



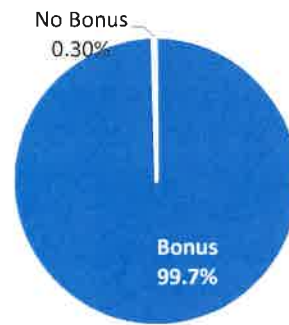
Proportion of males and females receiving a bonus payment

All employees are included in these calculations. The very small percentage of males and females that did not receive a bonus were new to the business and not eligible on the snap shot date.

Proportion of Female receiving bonus



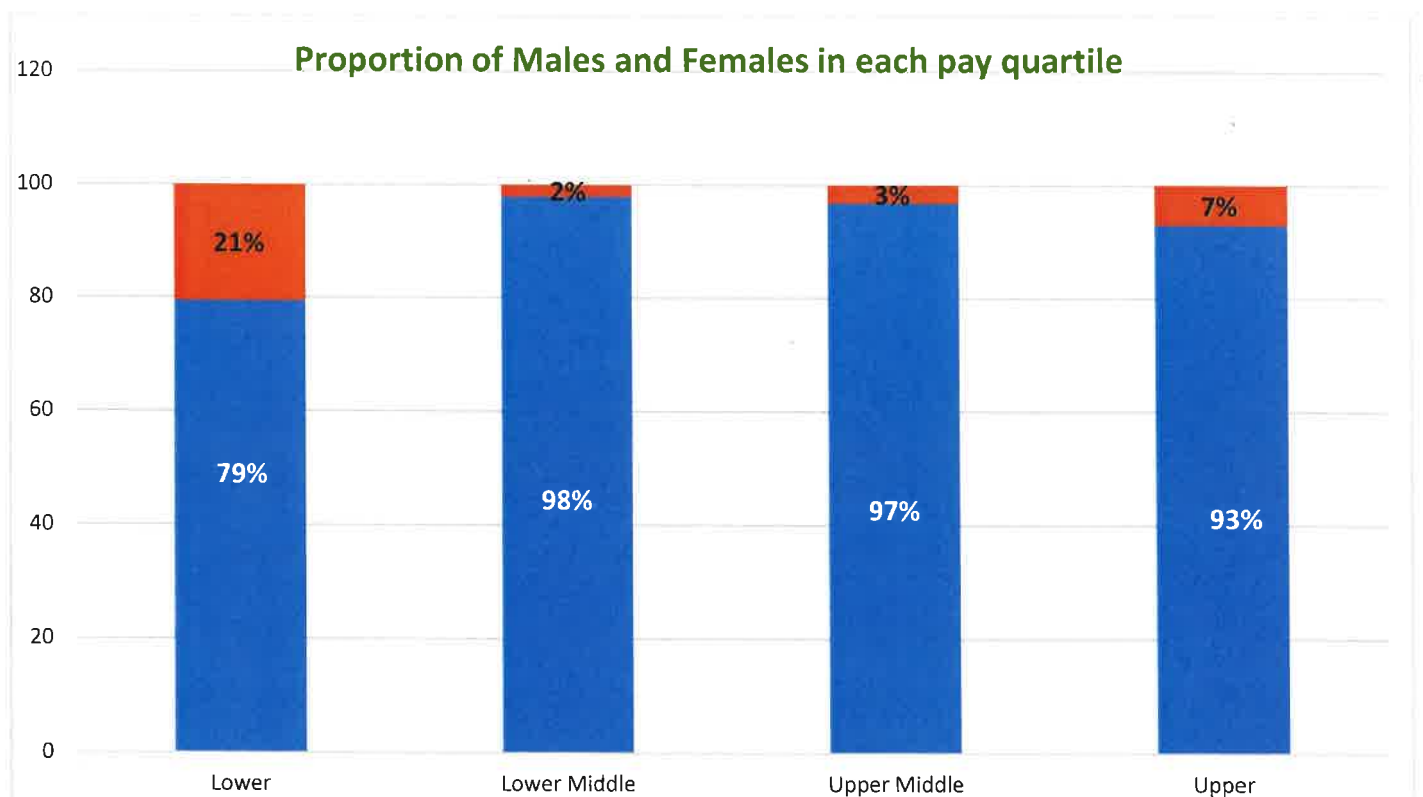
Proportion of Male receiving bonus



■ Receiving Bonus ■ Not receiving bonus

Proportion of males and females in each pay quartile

This is the proportions of Male and Female relevant employees in the lower, lower middle, upper middle and upper quartile pay band. All employees are included in these calculations.



Lower: the female % in this quartile is higher as we have several part time workers that are female.

Lower & Upper Middle: these 2 quartiles are made up predominantly of shift workers.

Upper: there are very few females in a Director and Senior Manager position which is reflected in the figures.

Pledge

Timet UK Ltd are committed to continue to recruit fairly and to ensure data is published in accordance with the regulations.

We confirm that the data reported for Timet UK Ltd is accurate.

A handwritten signature in black ink, appearing to read 'L. Brough', with a large circular flourish at the end.

Lee Brough
General Manager, Timet UK Ltd

A handwritten signature in black ink, appearing to read 'Gemma Davies', written in a cursive style.

Gemma Davies
UK HR Director, Timet UK Ltd