

28th March 2018

TIP UK & Ire - Gender Pay Gap Report 2018

At TIP we firmly believe that people drive the global success of our business and perform at their best in a culture that embraces expertise, customer excellence and passion. We believe in empowering our people and encouraging entrepreneurship to address the needs of the local market.

Our company values define who we are as an organization and are core to the way we conduct business interactions on a daily basis.

We believe that diversity drives innovation and operate a broad network in 17 countries throughout Europe and Canada with multiple cultures. We consistently use best practice from these countries to drive our core strategies as well as developing new initiatives for our industry.

We currently employ more than 40 nationalities across the global business and 16% are females in a predominately male driven industry. We continue to promote gender equality and in 2017, 31% of all promotions and career development moves have been made by our female employees. We strive to support career growth and increase the number of females in senior roles.

In the UK 17.2% of our workforce are females. However, as we have grown our business over the past 10 years our female population has increased by 279%.

Our analysis shows:

- Males make up a significant number of the workforce.
- The majority of senior management roles are held by males attracting higher levels in incentive reward plans.
- The commercial and technical roles are held predominately by male employees attracting higher levels in incentive reward plans.
- Females are more predominant in functional and customer service roles which are typically lower paid.

The reasons behind the pay gap is a complex issue in our industry but we are confident that our own Gender Pay Gap does not reflect an equal pay issue nor is it related to paying males and females differently. We believe that is as a result of the current types of roles currently being undertaken by males and females and is consistent with similar businesses in our sector.

We are committed to pay practices which ensure that both males and females are paid equally for the same job; fair pay is linked to our global remuneration frameworks and underpinned by job evaluation. Our talent and resourcing practices always observe neutral gender evaluation and our selection processes will continue to attract and retain the best person for the job.

2017 to 2018 gender pay gap data

Hourly Rate

Womens hourly rate is	5.4%	16.4%
	lower	lower
	(mean)	(median)

Pay Quartiles

How many men and women are in each quarter of the employers payroll

	Top	Upper Middle	Lower Middle	Lower
Men	87.8%	93.3%	92.2%	68.1%
Women	12.2%	6.7%	7.8%	31.9%

Bonus Pay

Womens bonus pay is	40.3%	81.1%
	lower	higher
	(mean)	(median)

Who received bonus pay	92.9%	83.0%
	of men	of women

I confirm the gender pay gap data contained the report is accurate.



Mike Furnival
Managing Director UK&I