

TDK-LAMBDA UK LTD

OUR 2017 GENDER PAY GAP REPORT

We are confident that where men and women are performing the same role they are rewarded with equal pay and benefits.

TDK-Lambda UK Ltd employs 300+ staff split 2:1 men to women.

This split in the 74 senior higher paid Executive, Managerial and Engineering roles increases to 11:1 which currently drives the gender pay gap.

We are working hard in the local community to support and promote STEM activities within schools and colleges and through our STEM Ambassadors, and focus heavily on encouraging females into careers in Engineering in an effort to reduce our gender pay gap.

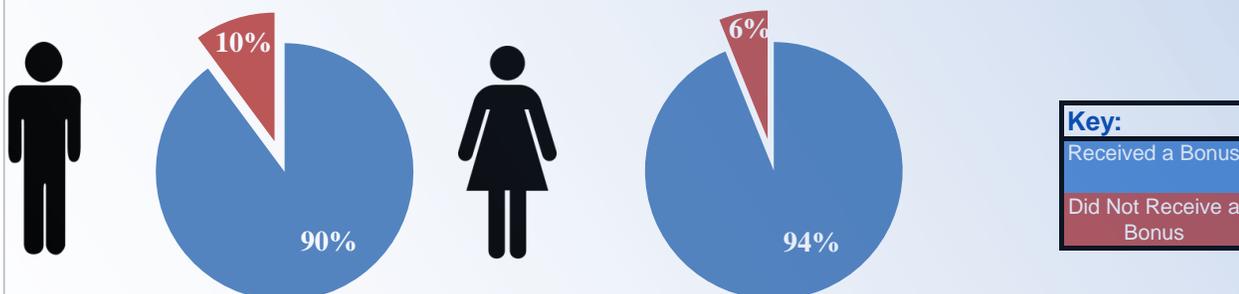
Bonuses are paid to all employees who are with the company for a 12 month qualifying period. Executive, Management and Sales bonus schemes differ from the standard scheme which pays out equally to males and females.

Pay and Bonus Gap

| Difference between men and women | | |
|----------------------------------|-------|--------|
| | Mean | Median |
| Hourly Fixed Pay | 31.3% | 19.0% |
| Bonus Paid | 70.8% | 19.7% |

The table above shows our overall mean and median gender pay gap based on hourly rates of pay (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at TDK-Lambda UK Ltd in the year up to 5 April 2017, i.e. for the performance year 2016.

Proportion of employees awarded a bonus for 2016



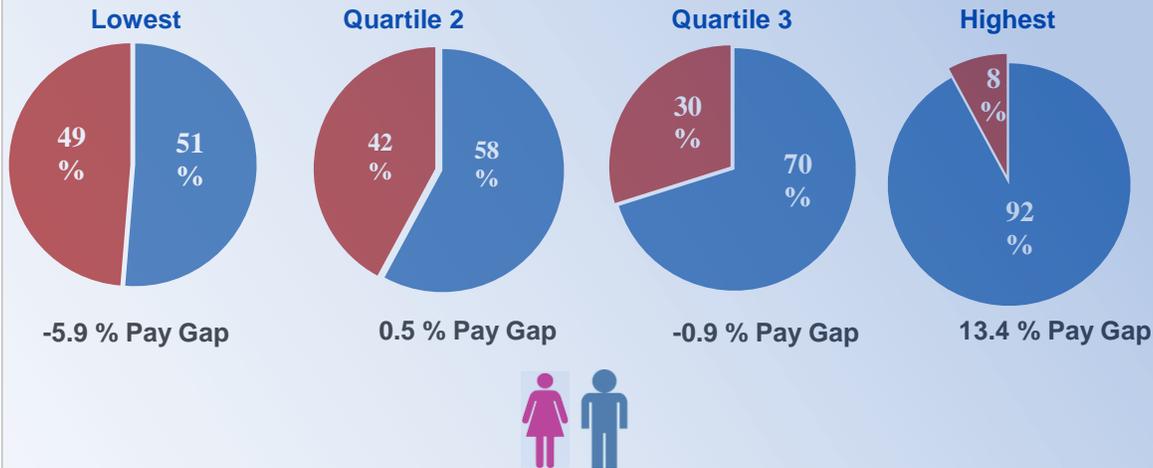
This shows a 4% difference between the number of men and women being paid a bonus for their performance in 2016.



TDK-LAMBDA UK LTD

OUR 2017 GENDER PAY GAP REPORT

Pay Quartiles



The above image illustrates the gender distribution at TDK-Lambda UK Ltd across four equally sized quartiles, each containing just close to 76 colleagues per quartile.

We offer our employees a wide range of flexible working options to enable them to effectively manage their work/life balance. These options include part-time working, occasional home working and flexitime. Many of our employees choose these options.

Paul Swan
Finance Director

Lis Gillingham
HR Manager

PUBLISHED STATISTICS TO HMRC

Women's hourly rate is

31.3%

Lower
(Mean)

19.0%

Lower
(Median)

Pay Quartiles

How many men and women are in each quarter of the employer's payroll.

Top Quartile

92%

8%

Men

Women

Upper Middle Quartile

70%

30%

Men

Women

Lower Middle Quartile

58%

42%

Men

Women

Lower Middle Quartile

51%

49%

Men

Women

Bonus Pay

Women's bonus pay is

71%

Lower
(Mean)

20%

Lower
(Median)

Who received bonus pay

90%

OF MEN

94%

OF WOMEN

