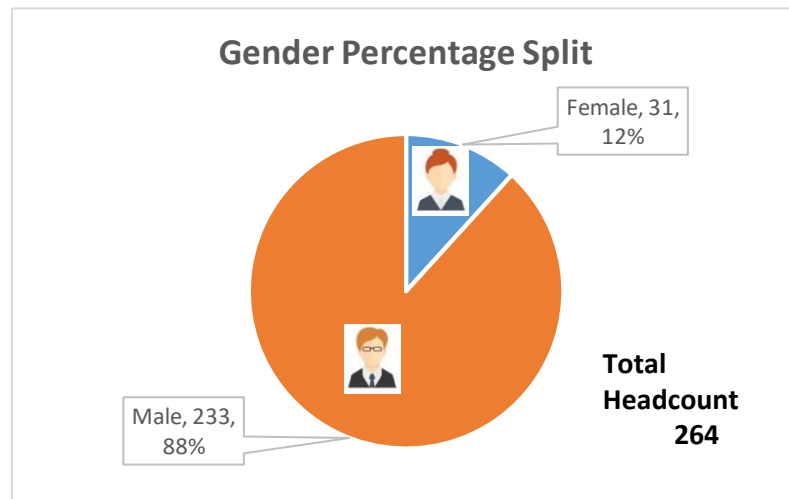


Trelleborg Offshore UK Limited, Skelmersdale

Gender Pay Report

The UK government has introduced new reporting regulations under The Equality Act 2010 requiring companies with over 250 employees to annually disclose their gender pay gap. Trelleborg Offshore UK Limited had a workforce exceeding this limit in April 2019 and as such, we are sharing the context of the results and our approach to closing the underlying gap.

Headcount Information

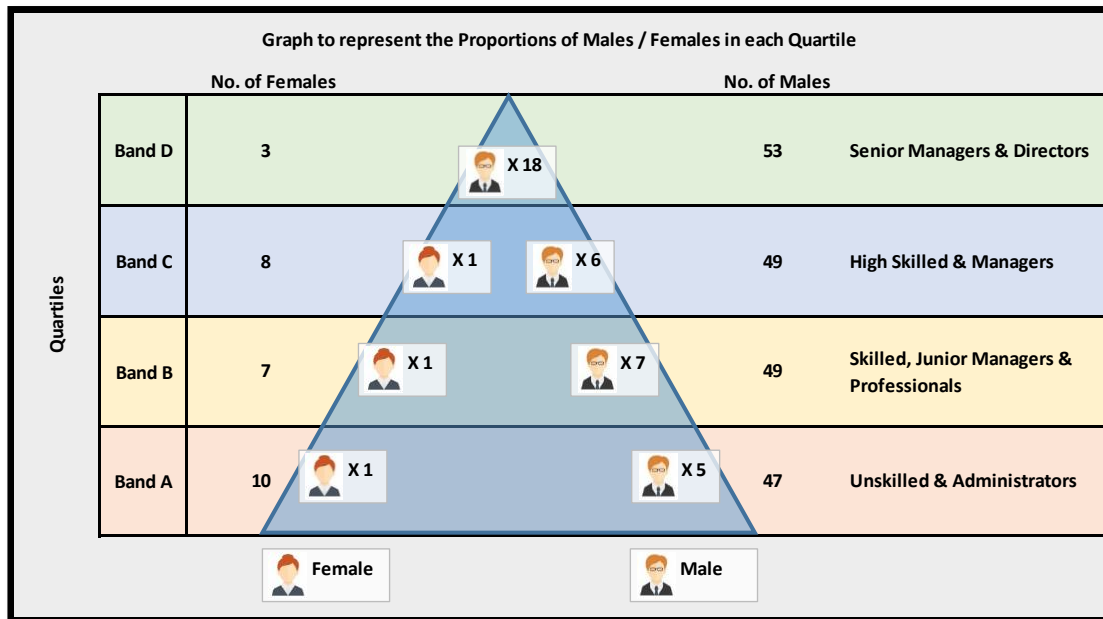


Pay Information & Gender Split

Calculation	% Difference between Male & Females
Mean hourly pay	22.1%
Median hourly pay	4.1%
Mean bonus pay gap	34.6%
Median bonus pay gap	5.5%
Proportion males receiving bonus payment	81.5%
Proportion females receiving bonus payment	80.6%

Proportion males/females in each quartile:

Quartile Band	No. of Males	% Male	No. of Females	% Female
Band A (lowest)	47	82.5%	10	17.5%
Band B	49	87.5%	7	12.5%
Band C	49	86.0%	8	14.0%
Band D (highest)	53	94.6%	3	5.4%



Analysis

Trelleborg Offshore UK Limited is committed to the principles of equal pay for all of our employees. Our current gender pay gap as at April 2019 was 22.1% (UK average 14.19% in 2018 as per Government data). This is a 2.8% improvement from our previous Gender Pay Gap report from April 2017 (24.9%).* However, the analysis of our gender gap figures tells us that this arises because women hold fewer positions within the upper quartile of the Company.

The reasons for this are complex and to a certain extent outside the control of the Company. We have an open policy to recruitment both internally and externally from people of all genders. We recruit and promote based on skills and experience. We do find that significantly more male colleagues apply for positions in the Band D Upper Quartile. There are longstanding societal patterns and perceptions that have led to certain occupations (e.g. engineering) and certain sectors (e.g. manufacturing) being heavily dominated by one gender and this is evident at Trelleborg Offshore UK Limited.

The mean bonus pay gap is also heavily skewed and driven by males occupying more senior positions.

As a Company, we are satisfied that all steps are being undertaken to ensure positions throughout the Company are taken irrespective of gender.

August 2019

* Not required to report in April 2018 as headcount was below 250.