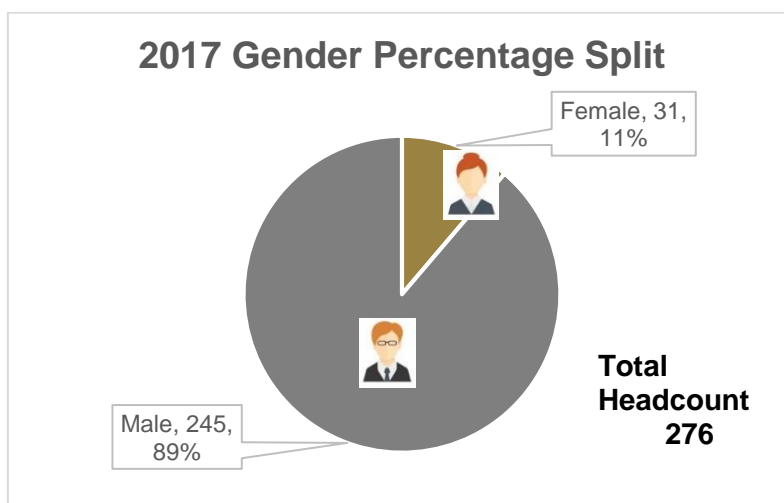


**Trelleborg Offshore UK Limited, Skelmersdale**

**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 2017 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	24.9%
Median hourly pay	12.4%
Mean bonus pay gap	32.8%
Proportion males receiving bonus payment	99.2%
Proportion females receiving bonus payment	100%

**Proportion males/females in each quartile:**

<b>Quartile Band</b>	<b>No. of Males</b>	<b>% Male</b>	<b>No. of Females</b>	<b>% Female</b>
Band A (lowest)	59	85.5%	10	14.5%
Band B	59	85.5%	10	14.5%
Band C	61	88.4%	8	11.6%
Band D (highest)	66	95.7%	3	4.3%

**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 2017 was 24.9% (UK average 18.1% in 2016 per Office for National Statistics). 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.

**January 2018**