



# Welcome to the World of Trelleborg

**Trelleborg Sealing Solutions UK Limited**  
**UK Gender Pay Gap Report 2021**

# A note from Peter Hahn, TSS President

Our Gender Pay Report highlights that we still have some way to go to creating a more gender balanced organisation in specialist and leadership positions.

We will continue to strive to find ways to help us bridge the gap that we have, in a market sector where women are under-represented.

We welcome feedback and support from our community and colleagues as to what we can do better.



# Reminder of Legislative Requirements

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5th of April each year. The specific information we are required to publish includes:

- Mean and median gender pay gap (based on an hourly rate of pay at 5th April 2021)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5th April 2021)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into four equal parts) The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).



## GENDER PAY GAP VS EQUAL PAY

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles or seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work.

Our gender pay gap is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of the organisation. We regularly monitor this to make sure we meet this legal and moral obligation.



## Our Gender Pay Gap & Analysis (2018 – 2021)

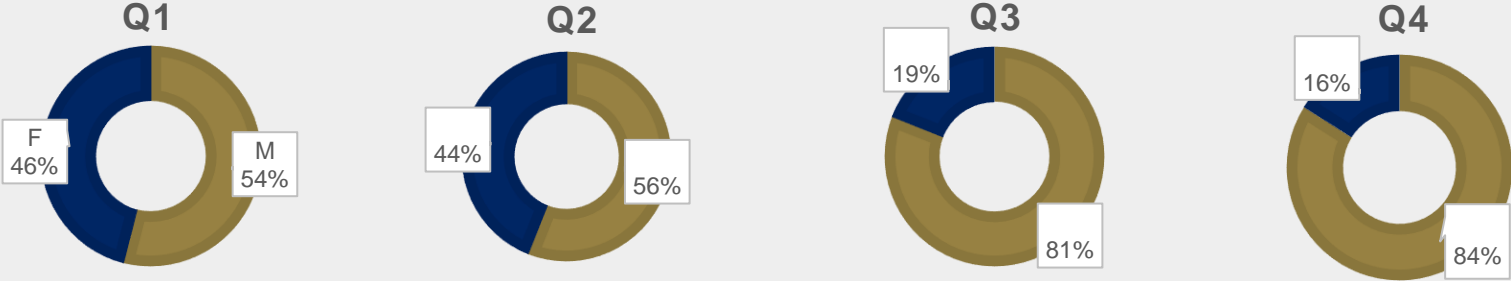
Our current gender pay gap as at April 2021 (for all Trelleborg Sealing Solutions employees in the UK) was 23%, compared with a UK average of 15.5% in 2020 as per Government data.

We understand why we have a gender pay gap. It is mainly due to certain occupations being under-represented (e.g. Engineering UK Reported in June 2021 that women make up 14.5% of all Engineers).

We know that we are under-represented in our more senior technical and leadership roles where we have under representation.

	2021	2020	2019	2018
<b>Gender Pay Gap</b>				
Mean	23%	24%	21%	25%
Median	17%	16%	17%	13%
<b>Bonus Pay Gap</b>				
Mean	30%	55%	30%	63%
Median	28%	35%	30%	30%
<b>% Employee Receiving a Bonus</b>				
Male	77%	76%	75%	52%
Female	77%	76%	80%	42%

# Pay Quartiles across UK employees at 5<sup>th</sup> April 2021



Overall in the UK, women represent 45% of our colleagues. As you can see above, our proportion of representation per quartile (as categorised) decreases at Q3 and Q4, which is where we have technical specialists and highly skilled leaders.

Whilst we acknowledge the market is challenging, we are taking positive action to improve our diversity.

	Categorised
Q1	Unskilled & Administrators
Q2	Skilled, Junior Managers & Professionals
Q3	High Skilled & Managers
Q4	Senior Managers & Directors

# TSS actions to address the UK gender pay gap

Attraction

Education

Retention & Sponsorship

Flexibility

Breaking Stereotypes



**Where talents grow.**

Trelleborg provides development in a dynamic and diversified environment. Talents build business skills and experience, taking on challenges across multiple industries worldwide. Our Group University and Excellence programs accelerate continuous growth/progress.

# TSS actions to address the UK gender pay gap

## Attraction

Using advertising tools to make adverts and job descriptions more accessible (gender neutral)

Use of tools with skill-based assessments (CEB) to support the selection process (gender neutral)

Encouraging diverse interview panels with female representation

Competency based interviews designed to remove bias



# TSS actions to address the UK gender pay gap

## Education

Mandatory diversity and unconscious bias e-learning training for all managers and staff, followed up by face to face classroom training to be completed Q2 in 2022

Extensive catalogue of virtual and e-learning training and access to our Group University for employees to support development for all regardless of gender and for our colleagues who may be unable to travel (family commitments)

Where  
talents grow

SHAPING INDUSTRY FROM THE INSIDE





# TSS actions to address the UK gender pay gap



## Retention & Sponsorship

We will continue to sponsor our female colleagues through mentoring / leadership / talent programs

We are reviewing our career and pay structure within TSS. We look to simplify our language and make our internal roles as accessible as possible (to be concluded in Q4 2022).

We will ensure that women are encouraged and supported into their leadership roles with mentoring / coaching and training.

# TSS actions to address the UK gender pay gap

## Flexibility

We offer a mobile working policy (this supports up to 40% of the week to be worked flexibly to support work life balance).

## Breaking Stereotypes

Through social engagement projects across the UK and Globally we are connecting with local schools and communities close to our sites to promote the opportunities we have and to inform and encourage young women to consider careers in engineering and make these more accessible through traineeships (e.g. apprentices, graduates and on the job training)





TRELLEBORG