

2017 Gender Pay Gap Report

Introduction

To highlight the importance of equality, the UK government has introduced legislation that focuses on the mandatory reporting on Gender Pay.

Therefore, for the first time this year all large UK companies employing more than 250 employees are required to publish a report on their gender pay gap.

The results we publish for Tenneco Walker (UK) Limited are based on a gender pay snapshot date as at 5th April 2017 with bonus data published for the 12 months to 5th April 2017.

Our workforce

At Tenneco Walker (UK) Limited we are focused on manufacturing and as such the majority of our workforce are factory based where the roles are predominantly occupied by males at a ratio of 53.3:1.

Our office environment is weighed more evenly between males and females with a M:F ratio of 3.1:1 where two of the board positions are held by females.

Results

Taking into account the mix of males and females at various levels throughout our workforce, Tenneco Walker (UK) Ltd have reported a negative median gender pay gap of 2.3%*.

Women hold a greater proportion of roles in the upper quartile than any other. As such, 12.2% of females were eligible for and received a bonus payment compared to 5.6% of males.

The result of the report is that Tenneco Walker is one of the few organisations in the UK who does not need to address a gender pay imbalance and can confirm that equality in pay is at the forefront of the organisations best practice.

* Median being more representative than the mean average.

Gender Pay Gap

Mean
-14.9%

Median
-2.3%

Gender Bonus Gap

Mean
21.9%

Median
32.8%

Proportion of men and women who received a bonus

12.2%



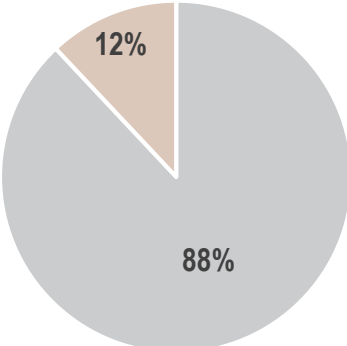
5.6%



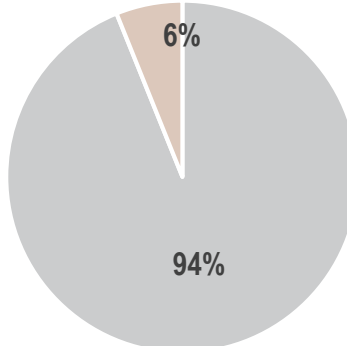
Quartile Bands

■ M ■ F

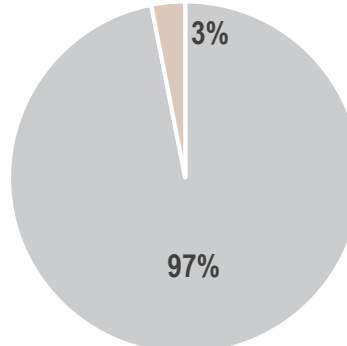
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

