



## 2018 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 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The results we publish for Tenneco Walker (UK) Limited are based on a gender pay snapshot date as at 5<sup>th</sup> April 2018 with bonus data published for the 12 months to 5<sup>th</sup> April 2018.

- ## 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 53:1 (Last year, 57:1).

Our office environment is weighed more evenly between males and females with a M:F ratio of 3:1 (no movement from prior year) where one of the board positions are held by females.

- ## Results

### Annual Remuneration

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 for the second year running. For 17/18 we report a median gender pay gap of -0.3% compared to the prior year of -2.3%.

### Bonus Gap

For the 12 months to April 2018, 5.9% of men in the organisation received a bonus (5.6% in 2017). The proportion of women who have received a bonus has increased in 2018 from 12.2% in 2017 to 21.4% in 2018.

## Gender Pay Gap

Mean

-6.6%

Median

-0.3%

## Gender Bonus Gap

Mean

83.8%

Median

65.8%

## Proportion receiving a bonus

5.9%

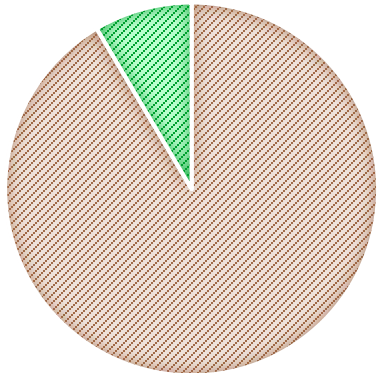
21.4%



## Quartile Bands

### LOWER QUARTILE

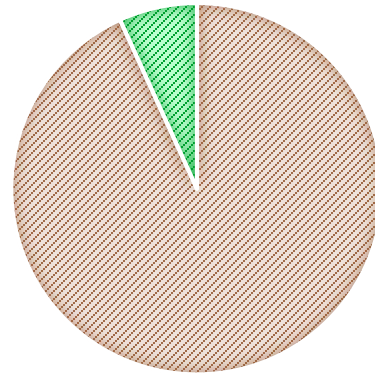
Female  
8.50%



Male  
91.50%

### LOWER MIDDLE QUARTILE

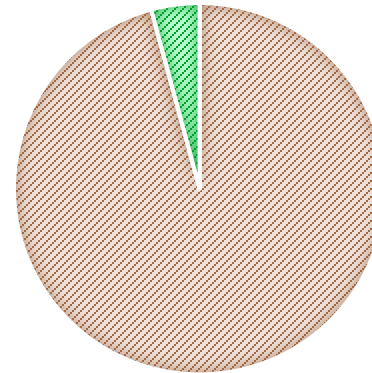
Female  
6.80%



Male  
93.20%

### UPPER MIDDLE QUARTILE

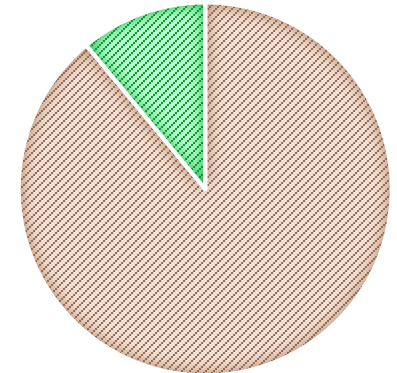
Female  
4.20%



Male  
95.80%

### UPPER QUARTILE

Female  
11.00%



Male  
89.00%