



**2020 Gender Pay Gap Report
Tenneco Walker (UK) Limited**



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 5th April 2020 with bonus data published for the 12 months to 5th April 2020.



Our Workforce

- At Tenneco Walker (UK) Limited we are focused on manufacturing metal products and as such the majority of our workforce are factory based where the roles are predominantly occupied by males at a ratio of 51:1 (2019, 73:1, 2018, 53:1 & 2017, 57:1).
- Our office environment is weighed more evenly between males and females with a M:F ratio of 3:1 by a female.



Results

- **Remuneration Gap**
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 fourth year running. For 19/20 we report a median gender pay gap of -16.3%, corresponding result for 18/19 was -1.3%.
- **Bonus Gap**
For the 12 months to April 2020, 5.2% of men in the organisation received a bonus (5.8% in 2019). The proportion of women who have received a bonus has increased in 2020 from 12.9% in 2019 to 15.4% in 2020

2020 Results

Gender Pay Gap

Mean
-17.0%

Median
-16.3%

Gender Bonus Gap

Mean
42.0%

Median
18.2%

Proportion receiving a bonus



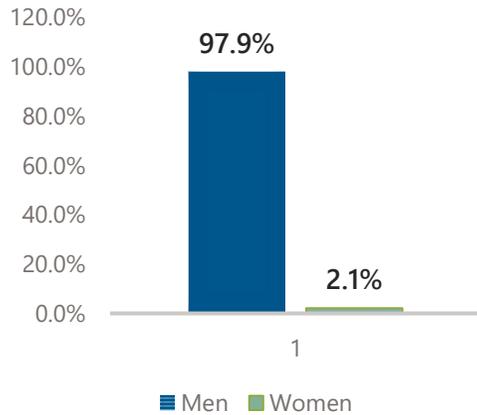
5.2%



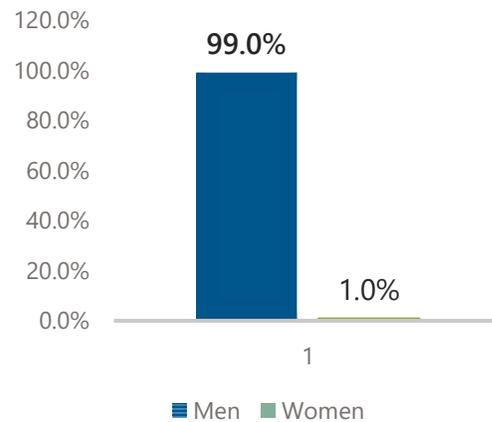
15.4%

Proportion of employee per Quartile

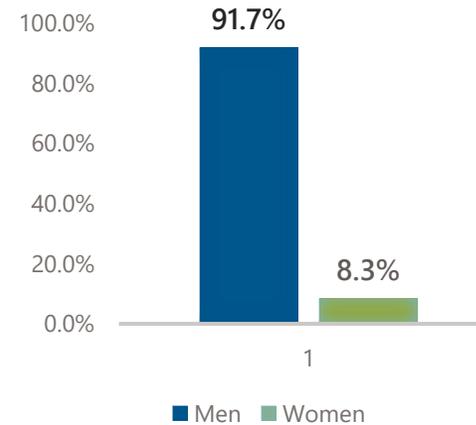
LOWER QUARTILE



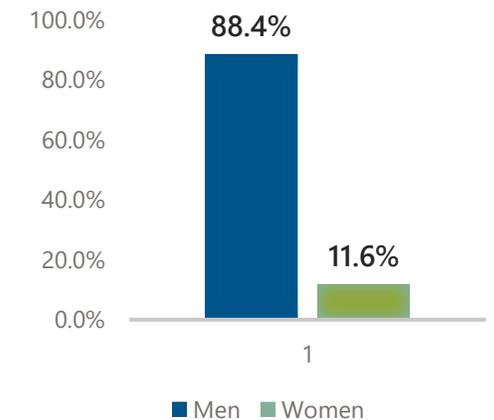
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE





**2020 Gender Pay Gap Report
Federal-Mogul Coventry Ltd**

2020 Gender Pay Gap Report

This statement has been approved by the Board and signed by:

A handwritten signature in black ink, appearing to read 'Santino Lammond', is centered on a light gray rectangular background.

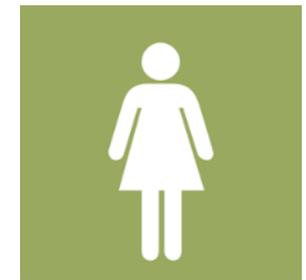
Santino Lammond

Vice President and General Manager, Federal-Mogul Coventry Ltd



Introduction

- **Federal-Mogul Coventry Ltd** welcomes the opportunity to report the gender pay gap statistics for those we employ. We take pride in our employee's dedication to the business and are committed to rewarding those we employ fairly and equitably, and we do not discriminate on the grounds of gender when we make any pay decisions.
- We recognise that the success of the Company is attributed to the dedication, cooperation and commitment of all employees to provide the highest degree of customer satisfaction.
- The information in this report is accurate for Federal-Mogul Coventry Ltd for the reference period including 5th April 2020.

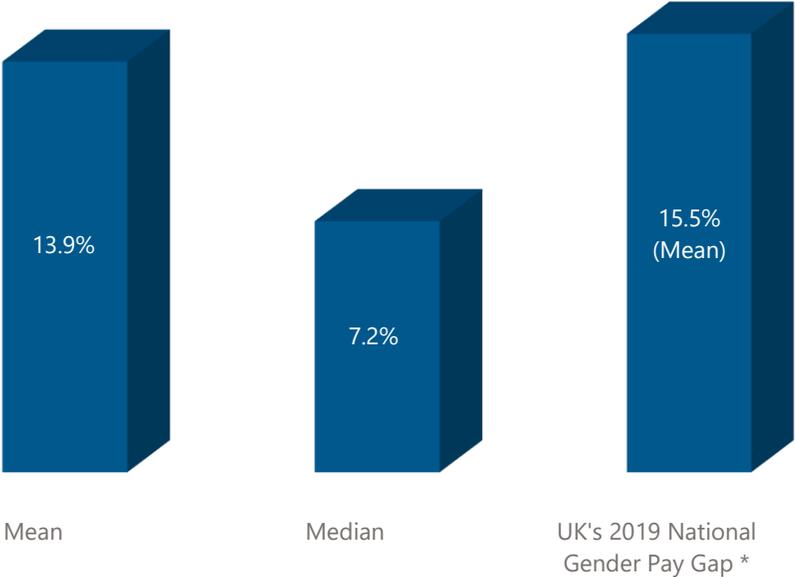


Pay difference between women and men



- We are pleased to note our gender pay gap is below the UK’s national average for 2020.
- In previous years we have included a number of Senior Executives in our Gender Pay Gap data, which resulted in our Mean average measuring well above the UK’s national average. As part of a Global organisation, these Senior Executives have much wider remits and therefore do not work predominantly for Federal-Mogul Coventry Ltd therefore the decision has been taken for their respective business entities to take the salary and benefit costs directly into their accounts, in order to make the data more transparent and reflective of the true business.
- Our gender pay gap is also representative of the fact that we employ over four times more men than women and a greater proportion of our senior management team are males. This trend is not unusual within our industry and we continue to work closely with local education establishments to promote careers within the engineering and manufacturing field, within their female cohort.

Mean	13.9%
Median	7.2%



*** We are pleased to report that our Mean pay difference falls below the current statistic for the UK as shown above**

Pay difference between women and men



Results

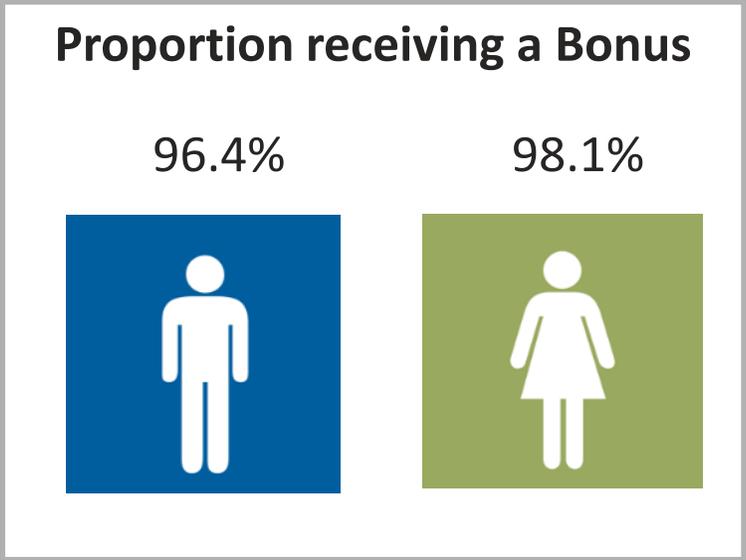
- Whilst the Mean average is below the current Mean UK National Gender Pay Gap (13.9% v 15.5%), further analysis of our pay data indicates that the difference in average pay is due to proportionally more men holding senior level roles, which attract a higher rate of pay.
- However, the Company has a clear pay grading structure for operational employees and an independent global benchmarking system for staff employees, which are both regardless of gender.
- Ongoing analysis continues to show that, where possible, the Company accommodates personal requests for specific shift patterns. Currently 25% of our female workforce have chosen to work the shift pattern with more sociable hours as part of our commitment to flexible working, which attracts the lowest shift premium. This is a 5% decrease from last year which is due to a number of employees, females included, moving to a new 5-day rotating shift pattern.
- If the employer did not support these work life balance requests and chose to spread the operational female demographic equally across all shifts, female employees could increase their annual earnings depending on the shift pattern worked.

Bonus difference between women and men


Results

- The Mean %age has risen from 13.1% in 2019 to 21.9% in 2020.
- The Mean variance is due to proportionally more men being in senior roles which attract higher levels of pay, where the scale of the bonus potential is greater.
- However, we are pleased to report the proportion of females receiving a bonus has increased from 94.8% in 2019 to 98.1% in 2020.
- The Median %age in 2019 and 2020 remains at 0 as there are no differences between women and men when using this measure.

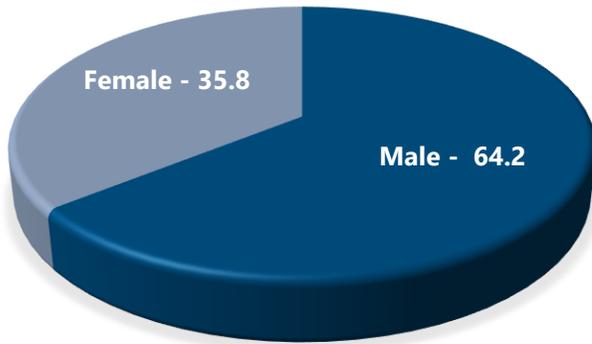
Mean	21.9%
Median	0.0%



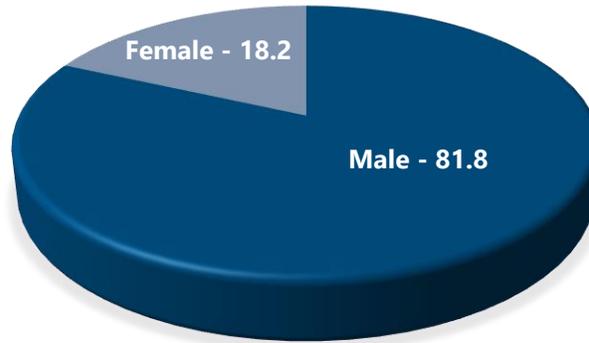
- Federal-Mogul Coventry Ltd have two bonus programmes in place. They include an Annual Incentive Plan and an Attendance Bonus Programme.

Pay Quartiles

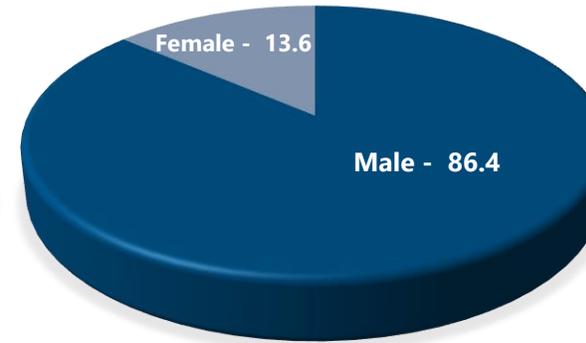
LOWER QUARTILE



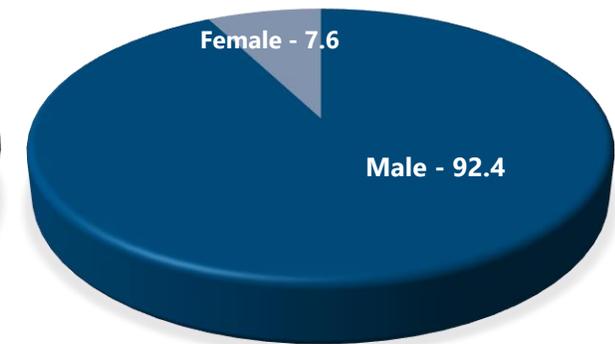
THIRD QUARTILE



SECOND QUARTILE



UPPER QUARTILE



Results

- There is a significantly greater proportion of male employees across all quartiles and this is a direct reflection of the nature of our business and industry that we work in.
- However, the gap between women and men has slightly reduced across all quartiles since 2019.

Pay Quartiles



Results

- Women are less well represented in the upper quartile and this is a result of us having fewer women in senior management positions who sit in the upper pay quartile. However, you will note more than two thirds in the lower quartile are also male.
- The opportunity to develop skills within the business is open to all employees regardless of gender. However, analysis continues to show that a majority of females chose to undertake Inspection roles, which are lower skilled positions and therefore attract a lower rate of pay.
- With the introduction of more automated equipment over the next 2 to 3 years, these Inspection roles will become more skilled therefore attracting a higher rate of pay and further reducing the Mean gender pay

