



*TRUST AND INTEGRITY
DELIVER RESULTS
ACCOUNTABILITY
INNOVATION
SUSTAINABILITY*

2019 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 5th April 2018 with bonus data published for the 12 months to 5th April 2019.

• 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 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 (no movement from 2018 or 2017) where one of the board positions is held 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 third year running. For 18/19 we report a median gender pay gap of -1.3%, corresponding result for 17/18 was -0.3%.
- Bonus Gap
For the 12 months to April 2019, 5.8% of men in the organisation received a bonus (5.9% in 2018). The proportion of women who have received a bonus has reduced in 2019 from 21.4% in 2018 to 12.9% in 2019. This is due to the payment of one off bonuses in 2018.

2019 RESULTS

Gender Pay Gap
Mean: -3.1%
Median: -1.3%

Gender Bonus Gap
Mean: 53.8%
Median: 25.3%

Proportion receiving a bonus

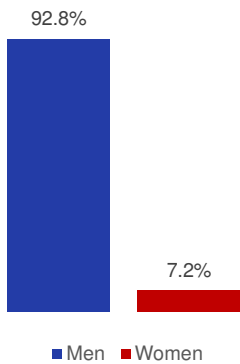


12.9%

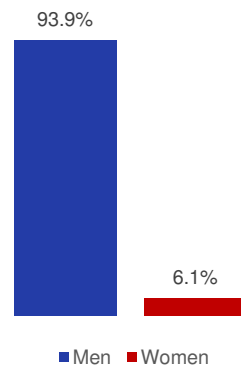


5.8%

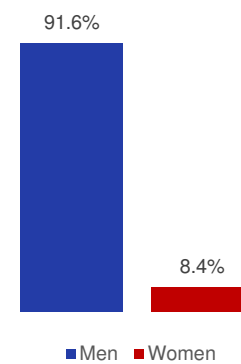
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

