



2020 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 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



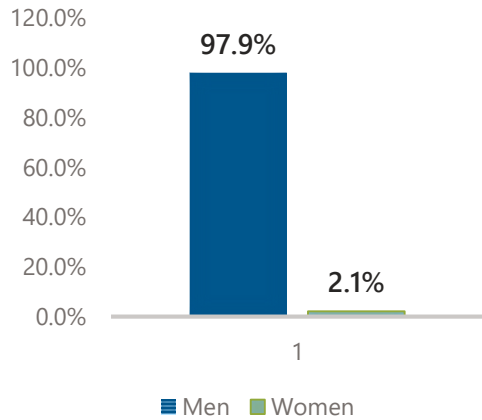
5.2%



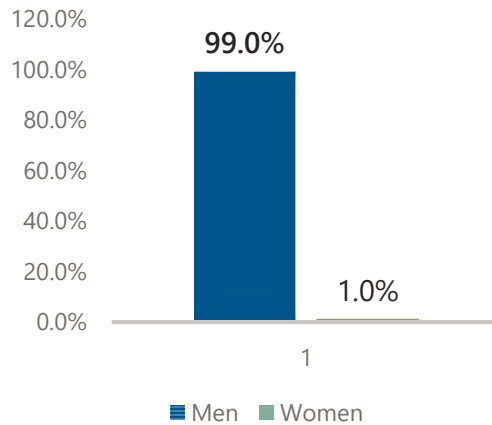
15.4%

Proportion of employee per Quartile

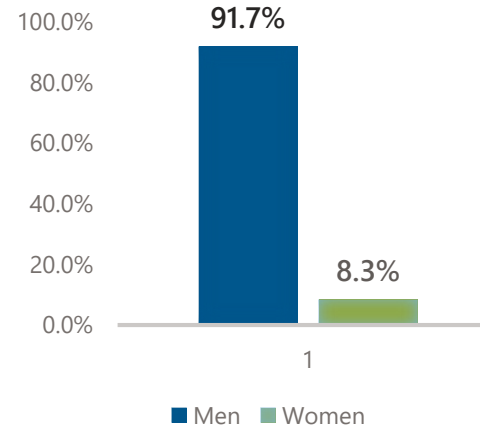
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

