



**2022 Gender Pay Gap Report
Tenneco Walker (UK) Ltd**



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 2022 with bonus data published for the 12 months to 5th April 2022.



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 85:1 .
- Our office environment has a male female ration for 2022 of 3:1.



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 Mean gender pay gap for the 6th year running. For 21/22 we report a mean gender pay gap of -22.8%, the corresponding result for 20/21 was -16.8%.
- **Bonus Gap**
For the 12 months to April 2022, 6.5% of men in the organisation received a bonus (1.3% in 2021). The proportion of women who have received a bonus is 18.2% (20.8% in 2021).

2022 Results

Gender Pay Gap

Mean	Median
-22.8%	-13.4%

Gender Bonus Gap

Mean	Median
12.0%	-50.9%

Proportion receiving a bonus



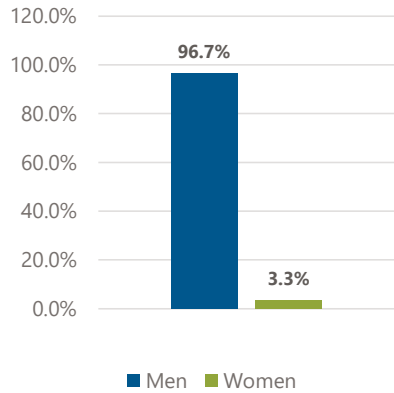
6.5%



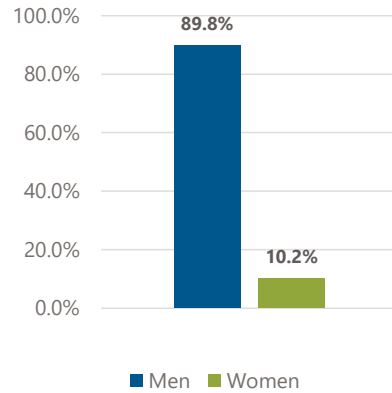
18.2%

Proportion of employee per Quartile

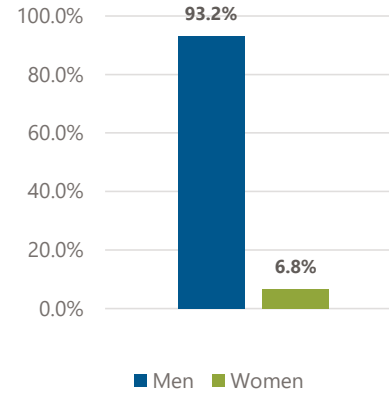
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

