



TIP UK

Gender Pay Gap Report 2021

June 2021

TIP UK - Gender Pay Gap Report 2021

At TIP we firmly believe that people drive the global success of our business and perform at their best in a culture that embraces expertise, customer excellence and passion. We believe in empowering our people and encouraging entrepreneurship to address the needs of the local market.

Our company values define who we are as an organization and are core to the way we conduct business interactions on a daily basis.

We believe that diversity drives innovation and operate a broad network in 17 countries throughout Europe and Canada with multiple cultures. We consistently use best practice from these countries to drive our core strategies as well as developing new initiatives for our industry.

We currently employ more than 57 nationalities across the global business and we are a predominately male driven industry. We continued to promote gender equality and strive to support career growth and increase the number of females in senior roles.

The reasons behind the pay gap is a complex issue in our industry but we are confident that our own Gender Pay Gap does not reflect an equal pay issue. We believe that is as a result of the current types of roles currently being undertaken by males and females and is consistent with similar businesses in our sector.

Our talent and resourcing practices always observe neutral gender evaluation and our selection processes will continue to attract and retain the best person for the job.

2020 to 2021 gender pay gap data

Hourly Rate

Womens hourly rate is

14.32% **15.54%**

lower lower

(mean) (median)

Pay Quartiles

How many men and women are in each quarter of the employers payroll

| | Top | Upper Middle | Lower Middle | Lower |
|-------|-------|--------------|--------------|-------|
| Men | 89.4% | 92.5% | 93.6% | 72.6% |
| Women | 10.6% | 7.5% | 6.4% | 27.4% |

Bonus Pay

| | | |
|---------------------|--------|----------|
| Womens bonus pay is | 59.6% | 8.2% |
| | lower | higher |
| | (mean) | (median) |

| | | |
|------------------------|--------|----------|
| Who received bonus pay | 42.1% | 69.4% |
| | of men | of women |

I confirm the gender pay gap data contained the report is accurate.



Mike Furnival
Managing Director UK&I