



Gender Pay Gap Report 2022

1. Introduction

Tenmat Limited is delighted to publish its 2022 Gender Pay Gap Report in accordance with Section 78 of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The report is based on the 'snapshot' date of 05 April 2022. Further information about the gender pay gap regulations may be sourced at: www.gov.uk/government/news/gender-pay-gap-reporting.

With a 'headcount' of 262 on the 'snapshot date', this included 241 full pay relevant Employees, and the profile of Tenmat's staff population was 223 males and 39 females.

2. Gender pay definition of an 'employee'

For the purposes of gender pay reporting, the Equality Act 2010 defines an 'employee' as follows:

- An employee who is employed on the 'snapshot date' irrespective of the duration of their employment (referred to as a 'relevant employee').
- An employee who was paid their usual pay in their pay period that included the 'snapshot' date (referred to as 'full-pay relevant employee').*
- An individual who is employed on a contract of apprenticeship.
- An individual who works under a contract of service.

* If an employee is on any kind of leave and is not being paid their usual amount in the pay period, they are not full-pay relevant employees – for example, if they are paid Statutory Sick Pay or Statutory Maternity Pay which is less than their usual pay – there were 21 non full-pay relevant employees on the snapshot date

The gender profile of Tenmat Limited on the 'snapshot date' was:

Males	85%
Females	15%

3. Gender pay gap

Gender pay gap is not the same as equal pay. The Equality and Human Rights Commission defines gender pay gap as a measure of the difference between men's and women's average earnings across an organisation, or the labour market. It is expressed as a percentage of men's earnings. The difference between the average pay is expressed as both the mean and the median of men and women.

4. Tenmat Limited headline gender pay data

Mean gender pay gap	10.97%
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Median gender pay gap	6.47%
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5. National gender pay comparator

A gender pay gap exists in most organisations – the current national average is 14.9%, which has increased from 14.9% which has decreased from 15.1% in 2021. according to 2022 data from the Office of National Statistics.

6. Bonus gender pay

Mean gender bonus gap	67.88%
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Median bonus gap	-103.83%
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Proportion of females	87.17%
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Proportion of males	94.17%
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7. Quartile pay bands

Quartile	Males	Females
Lower quartile	77.00%	23.00%
Lower middle quartile	91.70%	8.30%
Upper middle quartile	86.70%	13.30%
Upper quartile	85.00%	15.00%

8. Commentary

At Tenmat, salaries are determined by role and responsibilities and not by gender.

We are confident that men and women are paid on equal terms for doing the same roles across the business. However, our company is comparable to our industry peers in having a gender imbalance within our working population. Men outnumber women, specifically in manufacturing and this is the main cause of our gender pay gap.

However, despite this we are pleased to report our median gender pay gap is 6.47% for 2022, which is below the median national average of 14.9% as stated above.

The majority of applications for roles within our company are traditionally from men, however we apply gender-neutral practices throughout the recruitment process and will continue to review this to make roles relevant and attractive, regardless of gender. We regularly review our policies and practices and have introduced a number of initiatives to ensure gender equality.

9. Closing statement

Tenmat Limited will continue to monitor its gender pay gap and will, in accordance with its legal responsibilities, publish a further report in 2023. The information presented in this Gender Pay Gap Report has been created in accordance and to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 in relation to the 'snapshot date' of 05 April 2022.



Alex Birch

HR & Compliance Director