

At TT Electronics we strive to build a supportive, diverse and engaging place to work. Our people are our foundation to deliver our electronic expertise, to solve electronic challenges for a sustainable world.

Creating a positive work environment where all employees want to build their expertise and progress is of paramount importance to TT. We strive to build a supportive, diverse and engaging place to work built around our “TT Way” culture.

At TT we aim to always employ the best person for the job, and endeavour to make sure that our recruitment, training and development and our remuneration policy are fair and do not contain any unintentional bias.

Across the UK Manufacturing industry, there are more male employees than female employees, with women making up 25%¹ of employees. At TT, women make up

37% of our UK workforce. Whilst almost double that of the industry average, we recognise the need to do more as women still hold fewer senior positions for both managerial and technical roles.

Today, 32% of our female employees earn at or above our median pay level in the UK, up from 25% last year. Like many employers within our industry, we engage with our local communities to encourage more women to pursue technical and engineering based careers. With only 15% of engineering and technology graduates in the UK being female, collectively we must continue to address the diversity skills gap.

Gender Pay Statistics

TT Electronics had thirteen employing entities in the UK on the snapshot date. Under the gender pay reporting regulations, statistics for the two entities with 250 employees or more are as follows.

Gender Pay Statistics: Aero Stanrew Limited

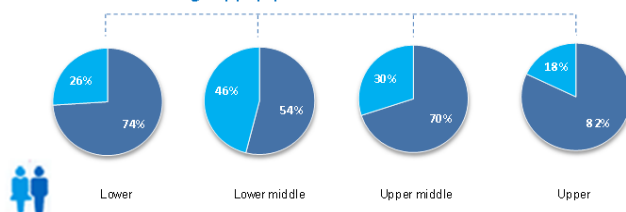
Pay gap

	2019	2018
Median hourly pay difference between men and women	13.3%	12.8%
Mean hourly pay difference between men and women	16.9%	16.2%

Bonus gap

	2019	2018
Median bonus difference between men and women	63.6%	0.0%
Mean bonus difference between men and women	59.5%	78.9%

Male and Female earnings by pay quartile



Proportion of men and women receiving a bonus

	2019	2018
Male employees receiving bonus pay	4.7%	3.6%
Female employees receiving bonus pay	3.6%	1.3%

¹ WISE UK statistics, 2019

Gender Pay Statistics: Welwyn Components Limited

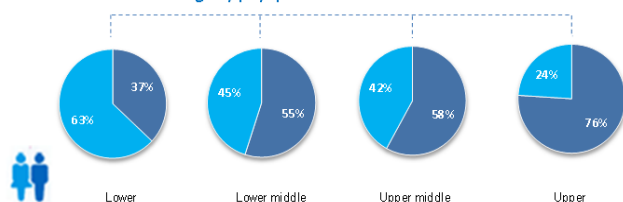
Pay gap

	2019	2018
Median hourly pay difference between men and women	15.1%	13.7%
Mean hourly pay difference between men and women	17.1%	16.4%

Bonus gap

	2019	2018
Median bonus difference between men and women	1.5%	1.6%
Mean bonus difference between men and women	22.4%	25.2%

Male and Female earnings by pay quartile



Proportion of men and women receiving a bonus

	2019	2018
Male employees receiving bonus pay	92.7%	92.3%
Female employees receiving bonus pay	93.3%	90.4%

Understanding our gender pay gaps

Our pay and bonus gaps are reflective of women holding fewer senior managerial and technical positions than men. This is similar to the UK national workforce where 10% of professional engineers are women and 14% of management roles in STEM (Science, Technology, Engineering and Maths) are held by women¹. Women held 37% of our roles in the UK in April 2019 and 32% of those earned at or above our median pay level.

The composition of our workforce has a similar influence on our bonus gaps. Most of our entities, such as Welwyn Components Limited and Aero Stanrew, operate annual bonus profit share schemes which cover most employees. More senior positions are eligible to join the TT Group annual incentive scheme and the most senior positions are eligible for Long Term Incentive awards. The higher proportion of men in these roles results in mean bonus gaps across the UK as a whole.

Tackling our gender pay gap

The challenge for TT, as with the rest of the industry is multi-fold.

More women in senior managerial and technical roles. In the last twelve months we have continued to engage with our local communities to inspire more women to follow STEM-related careers. We also continue to promote apprentice schemes, which target diverse intakes, champion talent and nurture our leading experts of the future. Additionally, improvements in our recruitment processes are constantly sought, not only to ensure they are bias-free, but to ensure we actively seek and create new channels to attract key and diverse talent to TT.

Support the development of female employees. In 2019 we launched our first ever Women's Forum and this year we will be taking this one step further by developing a Women's Leadership Programme to accelerate the development of our emerging and high potential talent. We continue to focus on diversity in our talent and succession planning as we seek to create a work environment where all employees can fulfil their potential.

Facilitate systemic change. At TT we operate market leading UK maternity and paternity provisions and are working to improve flexible working initiatives where we can. In 2020, we will continue to build a supportive, diverse and engaging place to work, built around the "TT Way" through various leadership initiatives. This extends, but is not limited to, our requirement that all our managers facilitate development conversations with their people, resulting in meaningful development plans.

There is, no doubt, more for us to do. We recognise that this is a multi-faceted challenge requiring a multi-pronged approach and believe that the steps we are already taking, will facilitate our progress to becoming an even more inclusive and diverse business.

Statement

We confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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