

TGA Industries Ltd

Gender Pay Gap Data 2022 (2021 in brackets)

	Median	Mean
Gender pay gap	-5.9% (-10.1%)	2.8% (5.9%)
Gender bonus pay gap	72.2% (28.6%)	38.6% (32.7%)

	Female	Male
The proportion of males and females receiving a bonus payment	26.5% (33.3%)	18.9% (24.9%)

The proportion of males and females in each quartile band	Female	Male
Upper quartile	24.2% (15.2%)	75.8% (84.8%)
Upper middle quartile	30.3% (37.9%)	69.7% (62.1%)
Lower middle quartile	24.2% (22.7%)	75.8% (77.3%)
Lower quartile	24.2% (19.7%)	75.8% (80.3%)

I confirm that these Gender Pay Gap statistics are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Gregor Mathers (Director)

March 30, 2023

TGA Industries is part of the wider group of companies within Fortive Corporation. It encompasses a number of businesses in the technical and scientific sectors, specializing in various forms of test, monitoring and control products and services. The businesses are spread across different specialties including, Power Quality, Temperature and Industrial Controls.

For April 2022, across the operating businesses in TGA Industries Limited, we are pleased at various positive trends in our pay gap data. Our median gender pay gap was -5.9%, still in favour of our female population; the mean gender pay gap is now 2.8% (reduced from 5.9% in 2021), and the proportion of female employees who are in the Upper quartile band is now 24.2% (increased from 15.2% in 2021). This reflects our consistent focus on diverse hiring and creating opportunities for women to advance and achieve at the more senior levels at TGA Industries.

Our median bonus pay gap increased to 72.2% (compared to 28.6% for 2021) and our mean bonus pay gap to 38.6% (compared to 32.7% for 2021). Overall women were still more likely than men to receive bonuses, at 26.5% of women compared to 18.9% of men (compared with 33.3% of women and 24.9% of men in 2021).

The bonus pay gap data reflects some specific one-off factors which elevated the size of the bonus pool paid to women in 2021 that did not apply in 2022. In 2021, there was a larger female bonus pool due to a number of senior-level female external hires which had corresponding signing bonuses. By contrast, in 2022, there was less hiring at the senior level, and there were no signing bonuses. Further, there was also a larger proportion of small bonuses in 2022 under our long service/ recognition policy, as well as bonuses for specific training in areas of the business that had proportionately more male employees.

In light of this, TGA Industries has introduced a new recognition scheme and given our overall trend is towards a higher proportion of women in senior roles, we expect to see our bonus pay gap reducing over time, in line with our overall positive trend in gender pay.

As with previous year, we are aware that our progress may not continue at a steady rate, as we are not a large business and so are disproportionately affected by changes in the make up of our senior team, as well as one off issues such as peaks in customer demand and productivity bonuses. However, we believe that overall, our focus on encouraging the retention and representation of women, in particular in senior leadership positions, will continue to close the gender bonus pay gaps.