

# GENDER PAY GAP STATEMENT

March 2023

UK employers with more than 250 employees are required to publish their gender pay gap.

## Our gender pay gap statistics

MEAN GENDER PAY GAP	5.5%	
MEDIAN GENDER PAY GAP	0.0%	
MEAN BONUS GENDER PAY GAP	-24.8%	
MEDIAN BONUS GENDER PAY GAP	0.0%	
<b>PROPORTION RECEIVING A BONUS</b>		
	MALE	9.7%
	FEMALE	3.3%
<b>QUARTILES</b>	<b>MALE</b>	<b>FEMALE</b>
UPPER	36.7%	63.3%
UPPER MIDDLE	32.9%	67.1%
LOWER MIDDLE	26.6%	73.4%
LOWER	34.2%	65.8%



At TemcoUK we have a solid commitment to equality, diversity and gender balance in the workplace. We believe improving this balance is not only the right thing to do, it is essential to ensure our employees and our business performs better and that we can grow.

TemcoUK is committed to ensuring we treat all our staff in a fair and equitable way and to promote equality throughout the company which is demonstrated by the statistics for 2022-23 Gender Pay Gap Return.

We have a culture of being inclusive and looking to work particularly with senior management in a flexible manner to enable us to achieve equal representation in management posts. We will continue to closely monitor the situation to ensure this positive ethos and result is continued as the business further develops in the UK.