

# TGA Industries Ltd

## Gender Pay Gap Data 2023 (2022 in brackets)

	Median	Mean
<b>Gender pay gap</b>	<b>4.5% (-5.9%)</b>	<b>12.8% (2.8%)</b>
Gender bonus pay gap	66.7% (72.2%)	48.3% (38.6%)

	Female	Male
The proportion of males and females receiving a bonus payment	23.1% (26.5%)	14.9% (18.9%)

The proportion of males and females in each quartile band	Female	Male
Upper quartile	17.7% (24.2%)	82.3% (75.8%)
Upper middle quartile	30.2% (30.3%)	69.8% (69.7%)
Lower middle quartile	27.0% (24.2%)	73.0% (75.8%)
Lower quartile	27.0% (24.2%)	73.0% (75.8%)

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.



TGA Industries Limited is a subsidiary of Fortive Corporation and comprises several companies in the technical and scientific sectors. These businesses specialise in various forms of test, monitoring, and control products and services, with a focus on Power Quality, Temperature, and Industrial Controls. Each company within TGA Industries Limited has its own area of expertise, contributing to the overall strength and diversity of the group.

For April 2023, across the operating businesses in TGA Industries Limited our median gender pay gap was 4.5% (increased from -5.9% in 2022). The mean gender pay gap is 12.8% (increased from 2.8% in 2022), and the proportion of female employees who are in the Upper quartile band is now 17.7% (reduced from 24.2% in 2022). These trends have largely been driven by a combination of specific events. We had restructuring at one operation site which led to a reduction in the number of male employees, especially those in the lower and lower-middle pay quartiles. Furthermore, TGA Industries Limited has hired several senior-level external candidates with groupwide/global responsibilities within the Fortive Group, which also impacts hourly pay trends.

Our median bonus pay gap was 66.7% (compared to 72.2% for 2022), and our mean bonus pay gap was 48.3% (compared to 38.6% for 2022), once again influenced by the senior level hires referenced above. Overall, women continued to be more likely than men to receive bonuses, at 23.1% of women compared to 14.9 of men (compared with 26.5% of women and 18.9% of men in 2022).

As we've experienced in previous years, and particularly this year, our relatively small business continues to be disproportionately impacted by unforeseen circumstances. This included a restructuring at one of our operations sites, which has resulted in a decrease in our total headcount. Despite this challenge, we remain committed to reducing the gender pay gap through multiple initiatives, such as implementing a refined recruitment process to ensure consistency across TGA Industries Limited and promoting internal talent throughout 2023.