



Tyco Electronics UK Ltd Gender Pay Report 2018

Tyco Electronics UK Ltd (the Company) is committed to workforce diversity, inclusion and gender pay parity, and strives to build a culture that embraces a diverse workforce, supported by programme that drive equal career opportunities and pay equality.

In accordance with Regulation 15 of the United Kingdom's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017/172 (the GPG Regulations), this report details the following differences between the earnings of men and women employed by the Company:

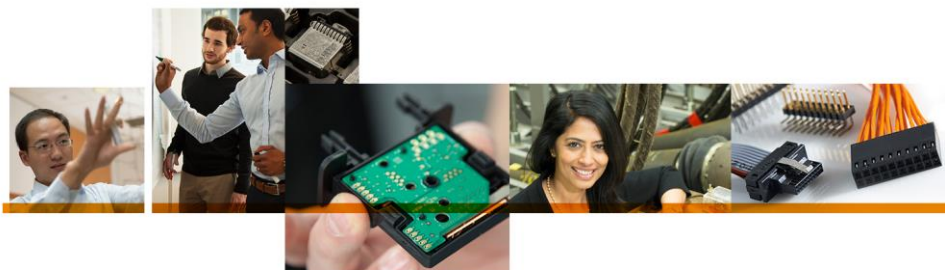
General Pay Differential between Male and Female Employees		
	Mean Male vs. Female	Median Male vs. Female
Hourly Pay	+23.5%	+19.4%
Bonus	+62.4%	-3.0%

The pay data represented in the table above (i.e. General Pay Differential between Male and Female Employees) is as of April 5, 2018 and the bonus data reflects the 12-month period ending April 5, 2018. The reported figures do not account for gender pay comparisons between job category or job level and represent an aggregate view of all employees in the Company.

The primary driver behind the differences identified in the above table is the number of women versus men across the Company and the jobs they hold. Approximately three-quarters of the workforce are men and while we are actively working to hire and further develop more women in leadership roles, at present most of the more highly compensated senior leadership roles within the Company are held by men.

With regards to bonus compensation, the median data shows that there is a small difference between what women and men receive, in favour of women. The mean bonus gap, in contrast, is much higher and favours men. This is the result of more men being employed in senior positions, where the bonus/incentive component is a more significant lever of the total compensation package. We have, however, seen a 4.6%, year on year improvement in the mean bonus gap.

Pay Differential Once Employees' Job Codes are Taken into Account
Male vs Female % Pay Differential
Base Pay: +2.0%
Total Cash: +3.5%



The table above (i.e. Pay Differential Once Employees' Job Codes are Taken into Account) reports the percentage of pay difference between men and women once employees' job codes are taken into account in doing the pay comparison. The pay differential amounts to 2.0% for base pay, and 3.5% for total cash compensation (which includes base pay, allowances and bonus). As our goal is complete gender pay equity for employees in similar jobs at similar levels, steps are being taken to address this difference.

Percentage of Employees Receiving Bonus	
Men	90.0%
Women	83.0%

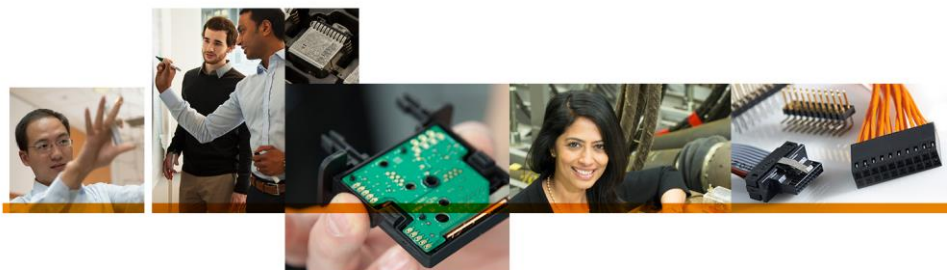
The table above (i.e. Percentage of Employees Receiving Bonus) shows the percentage of men and women receiving bonuses in the 12-month period ending April 5, 2018. All men and women in the Company are eligible to participate in one of the global bonus schemes if they are employed by the threshold date and are meeting performance expectations to receive a bonus payment.

		Gender Distribution by Pay Quartile			
	Total Composite for the Company	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	77.3%	61.2%	77.0%	83.2%	87.7%
Women	22.7%	38.8%	23.0%	16.8%	12.3%

The above table (i.e. Gender Distribution by Pay Quartile) shows the percentage of men and women in each pay quartile, as an aggregate, across the Company.

We will continue to conduct pay studies that consider material pay factors, so that disparity in pay levels between men and women are addressed and remediated. The Company prioritises diversity, inclusion and engagement and recognises, as an industrial technology leader, we have a responsibility to improve the overall balance of gender particularly in senior-level roles. We strive to achieve this through our recruitment practices, partnerships with educational institutions, employee resource groups, career development and succession planning which provide equal opportunity to all regardless of gender.

We confirm the data in this report is accurate.



A.R.R.R.R.

Ashley Fulford

Director TEOA and Quality

