

Tyco Electronics Gender Pay Gap Report 2022



GENDER PAY GAP REPORT

TYCO ELECTRONICS UK LTD | Faraday Road, Swindon, SN3 5HH

Tyco Electronics UK Ltd Gender Pay Report 2022

Introduction

Tyco Electronics is a global organisation and has been operating in the UK since 1955. It is a multi-disciplined organisation with two legal entities in the UK: Tyco Electronics UK Ltd and Seacon. The Seacon entity has <250 employees. We help customers turn technical challenges into market opportunities and we are advancing robust, reliable and efficient connectivity in industrial robotics, vehicle electrification, renewable energy, medical devices, 5G communications and data centres – from hyperscale to the edge.

The Company's core businesses, the Communications, Transportation and Industrial segments, are all present in the UK and our employee population encompasses Manufacturing, Product Development, Engineering, Customer Service, Sales and Testing. In the UK we have

TE's long-term strategy to improve gender pay balance is a journey supported by the senior leadership team throughout the UK. We continue to focus on increasing female representation across all levels of the organisation. We strongly believe that a team that has a diverse mix of backgrounds, experiences, cultures, and beliefs is more creative and effective.

over 1000 employees, 5 manufacturing sites, and colleagues who work from home throughout the UK.

Our focuses

Whilst 2022 was a challenging year, the Company has adapted and responded to the everchanging market conditions. Despite ongoing obstacles, the Company's commitment to fostering a diverse workforce that isn't only focussed on gender, but rather on all inclusion and diversity, has grown stronger.

What is Gender Pay Gap Reporting?

Gender Pay Gap Reporting is different to equal pay. A Gender Pay Gap Report shows the aggregate difference in earnings of all men and all women across a workforce. Equal pay relates to men and women receiving equal pay for equal work.

Although Manufacturing is traditionally a male dominated Industry, we are continuing to explore opportunities to diversify our workforce and create more opportunities for women to successfully progress into senior roles. We are taking a business led approach to improving our Inclusion and Diversity by taking the following steps:



Segment driven I&D plans aligned to enterprise I&D priorities, supported by ERG efforts



Scorecards with business-relevant diversity metrics to drive accountability



Engagement and Inclusion indices at Segment, BU and Manager level to measure progress



Global, TE-wide I&D training and development



I&D incorporated into all enterprise leadership development



Continued focus in Women's and African Heritage Leadership Development

Inclusive leadership and mitigation of bias reinforced in all talent processes

Celebrating International Women in Engineering by having our own TE Girl Day

Introduction of Peppy Services - Women's Health/ Menopause services

Results and Summary

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	+16.8%	+19.9%
Bonus	+53.7%	-7.0%

The pay data represented in the table above (i.e. General Pay Differential between Male and Female Employees) is as of April 5, 2022 and the bonus data reflects the 12-month period ending April 5, 2022. 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 pay differences identified in the above table are primarily due to the numbers of women versus men across the Company and the jobs that they hold. Approximately three-quarters of the workforce are men. While we are actively working to recruit, 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 in the table above, the median data shows that there is a small difference between what women and men receive in favour of women. The mean bonus gap is markedly 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.

Pay Differential for Substantially Similar Groups (SSGs)
Male vs Female % Pay Differential
Base Pay: +1.9%
Target Total Direct Compensation: +3.0%
Actual Total Direct Compensation: +3.0%

TE Connectivity is working with an expert third party to ensure that we are using appropriate and accepted methodologies when conducting pay equity analyses. The table above (i.e. Pay Differential for Substantially Similar Groups (SSGs)) reports the percentage of pay difference between men and women once they are organized into substantially similar groups based on skill, effort, responsibility, and working conditions (e.g., Sales, Manufacturing, etc.). Controls were then applied for job-related factors that reflect the company's policies and practices for setting and determining pay (i.e., career band & level, location, tenure, years of experience).

The pay differential amounts to 1.9% for base pay, 3.0% for target total direct compensation (which includes base pay, target bonus and target long-term equity) and 3.0% for actual total direct compensation (which includes base pay, actual bonus and actual long-term equity). According to the methodology this pay gap is not statistically significant and there is no statistical evidence that the gap is due to gender. TE Connectivity's goal is gender pay equity for employees in similar jobs at similar levels. Steps have been taken over the last year to address the gap and the base pay differential has reduced from 2.8% to 1.9%. Action will continue to be taken to address the remaining difference.

Percentage of Employees Receiving Bonus	
Men	86.7%
Women	86.0%

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, 2022. 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	77.7%	63.4%	77.9%	88.2%	81.3%
Women	22.3%	36.6%	22.1%	11.8%	18.7%

The above table (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 our efforts to address and remediate any disparity in pay levels between men and women across the Company. The Company prioritises diversity, inclusion and engagement and recognises that, 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.



.....

Ashley Fulford

Director TEOA and Quality