

UK Gender Pay Report 2021

Turbine Surface Technologies Limited

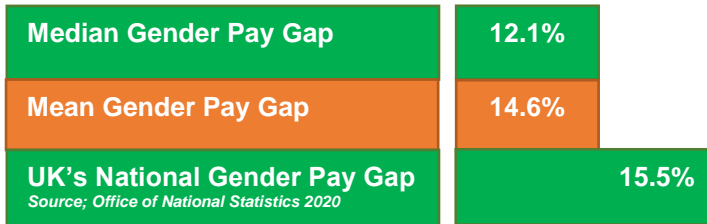


We're committed to creating a diverse and inclusive place to work where our people can be themselves and be at their best. This is fundamental to creating a more innovative and higher performing company for the future.

We welcome the UK Government's requirement for large companies to become transparent on gender pay.

As required by the UK legislation we share our data as we employ more than 250 people.

Pay Difference between women and men: at 5 April 2021



The diagram above shows our "gender pay gap". This is a snapshot of the difference between the average hourly pay levels of all women compared to all men, irrespective of their roles or level in the organisation, expressed as a percentage of men's average pay. Our figures show that the median average pay of all women is 12.1% lower than that for all our men. For comparison, the UK's national gender pay gap is 15.5%. The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as allowances and shift pay.

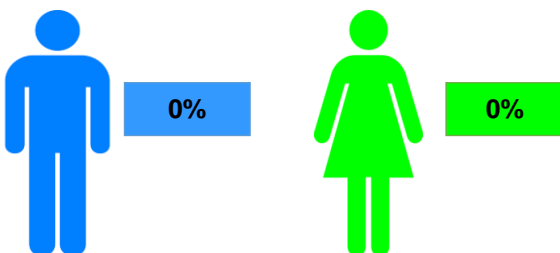
The "gender pay gap" is an average figure and is distinct from "Equal pay", which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value. The evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men being in higher paid roles. When we look at the salaried between men and women in the same grade the differences reduce significantly.

We have a variety of mechanisms to promote consistency in reward between men and women on the same job grade or doing the same work. These include an operator and professional role structures.

Bonus difference between women and men in 12 months preceding 5 April 2021

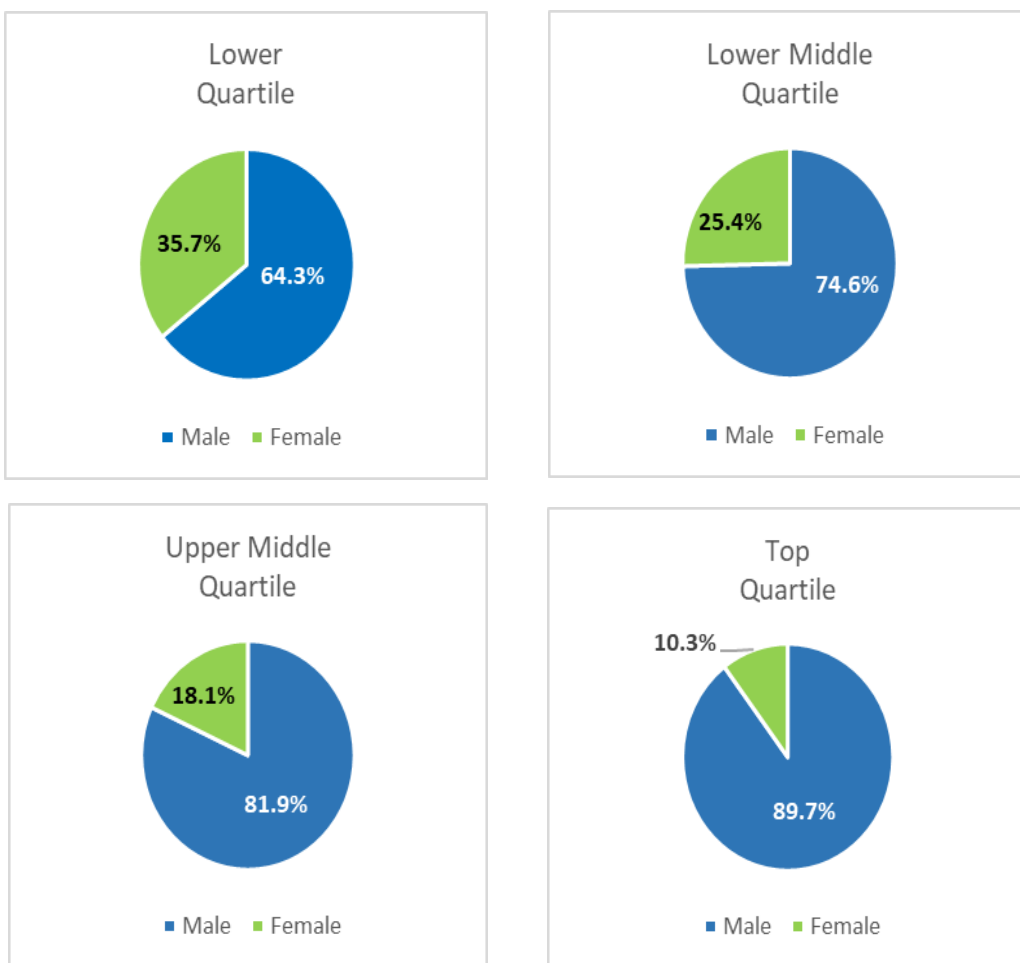
| | Mean | Median |
|-------|------|--------|
| Bonus | 0% | 0% |

Proportion of all employees receiving a bonus in 12 months preceding 5 April 2021



TST has bonus programmes for all levels of employees which normally accounts for high percentages of inclusion for both men and women. However, TSTL cancelled bonuses for all employees in 2021 as a business continuity measure in response to the COVID-19 pandemic, hence this year's report records 0% inclusion for all.

Pay quartiles across all employees
at 5 April 2021



The charts above show the gender distribution in four equally sized hourly pay quartiles, each containing approximately 127 employees. For example, within the lower quartile 64.3% of employees are men and 35.7% women.

Overall, women currently represent 22% of TST employees. Women are less well represented than this figure in the higher pay quartiles due to the proportionally more men being in higher paid roles.

Increasing the number of women in our business and moving towards equal distribution of men and women across all levels is very important.

We confirm the data reported is accurate

Peter Howard
Chairman TST Limited

John Kilgallon
General Manager

Ruth Wattam
Head of Human Resources