

UK Gender Pay Report 2024

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 2024

Median Gender Pay Gap	10.7%
Mean Gender Pay Gap	9.6%
UK's National Gender Pay Gap <small>Source; Office of National Statistics 2023</small>	14.3% or 7.7% <small>(excluding Part Time employees)</small>

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 8% lower than that for all our men. For comparison, the UK's national gender pay gap is 14.3% and if you exclude part time employees is 7.7%. The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as allowances and shift pay.

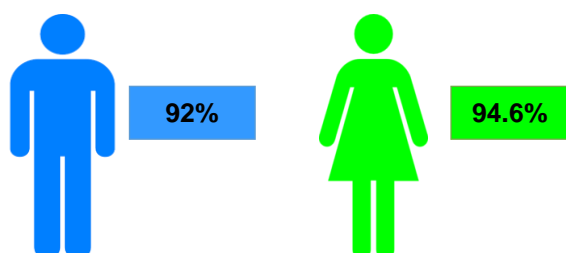
The "gender pay gap" is an average figure and is distinct from "Equal pay", which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value. The evaluation of our gender pay data indicates that the difference in average 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 2024

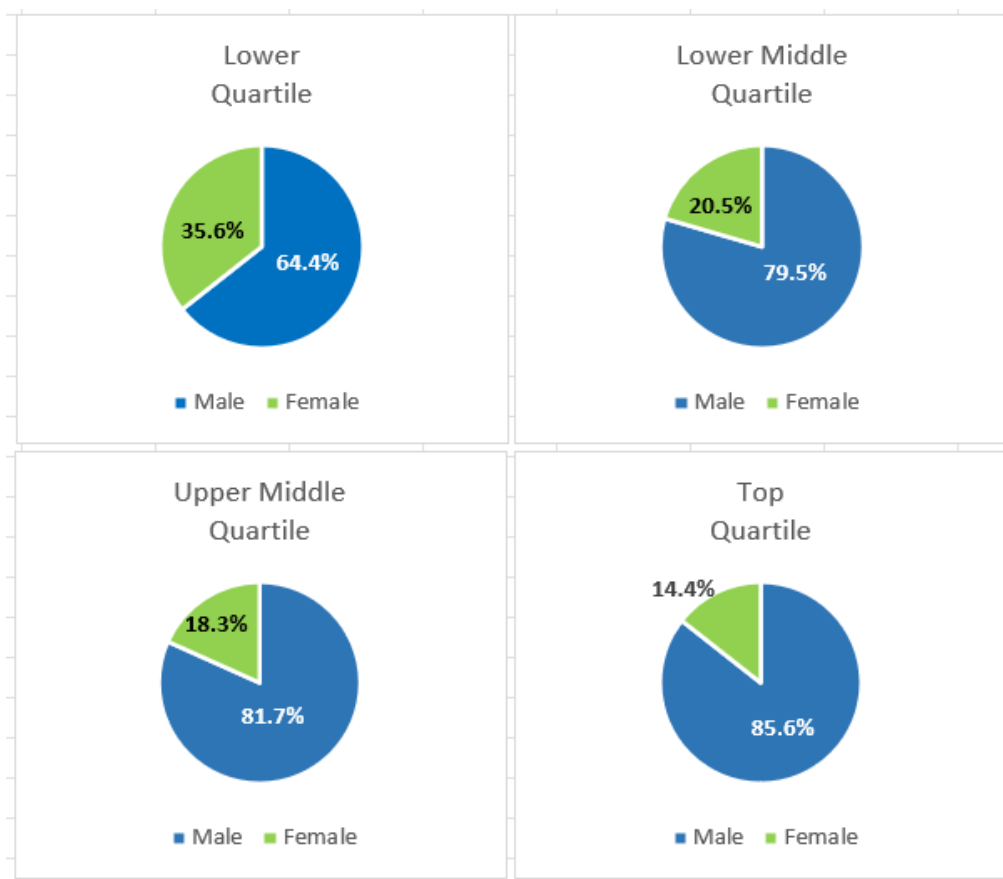
	Mean	Median
Bonus	9.2%	4.7%

Proportion of all employees receiving a bonus in 12 months preceding 5 April 2024



TST has bonus programmes for all levels of employees which normally accounts for high percentages of inclusion for both men and women.

Pay quartiles across all employees
at 5 April 2024



The charts above show the gender distribution in four equally sized hourly pay quartiles, each containing approximately 139 employees. For example, within the lower quartile 64.4% of employees are men and 35.6% women.

TST has seen a slight decrease of women being represented which went from 24% to 23%. There has also been a decrease in the percentage of women represented at the Lower Middle, Upper Middle and Top Quartiles, however the percentage of women represented at the Lower Quartile has increased. There is still more work to be done to see the percentage of women and men equal in all quartiles.

Increasing the number of women in our business and moving towards equal distribution of men and women across all levels is still a priority.

We confirm the data reported is accurate


Andrew Williams
Chairman TST Limited


John Kilgallon
General Manager


Ruth Wattam
Head of Human Resources