



GENDER PAY GAP REPORTING

2021

INTRODUCTION

TK Elevator UK Ltd employs 304 colleagues across the UK business and we are proud to be one of the leading Elevator and Escalator businesses. We provide a full life cycle support for urban mobility, ranging from new installations of standard and custom equipment to service, maintenance and modernisation.

The UK division works across a network of three regions; London and South, Scotland and North and Northern Ireland and Ireland with an integrated Escalator division into our main regions. Our main Headquarters is located in Nottingham.

We are exceptionally proud of our ITS (International Technical Services) division, which trains our engineers to be experts in the service and maintenance of our multi-brand portfolio. Established in 2006, our ITS centre in Manchester provides 100% customer-focused, round-the-clock support to TK Elevator Regions throughout Europe and Africa.

At TK Elevator UK Ltd, we pride ourselves on being an equal opportunities employer and believe that the diversity of our colleagues and their representation is reflective of our customer base and associated portfolio. We also recognise that a diverse workforce enables us to provide a richer and more fulfilling work environment for all colleagues irrespective of gender or any other aspect of diversity.

We are confident that our gender pay gap is not an equal pay issue although we are mindful that Engineering and Construction is still an industry sector, which is underrepresented by females. This is clearly evident in our own direct Engineering workforce and therefore whilst this is a wider industry issue, it is one we will continue to strive to improve upon. According to the statistics, only 9% of the population in Engineering are females and they are therefore significantly underrepresented in this industry.

At TK Elevator, we are however proud to have reduced our Gender Pay Gap from 18% to 15.3% despite the large proportion of gender biased roles. At the point of producing this report, 18% of our Senior Leadership is represented by females.

Understanding the Gap

At TK Elevator UK Ltd, we are confident that whilst we are presented with a gender pay gap, this is not an equal pay issue. Our Engineers earn basic salary, on call allowances and overtime and given that 100% of our core engineering workforce are male, this does impact our Gender Pay Gap.

Should we remove Engineers from the data, (100% male), our Gender pay gap potentially would reduce. We are also proud that our current Gender pay gap is 0.5% higher than the national average at 15%. Given that we work within an industry, which is significantly underrepresented by females, we feel as though this is a positive result.

We will continue to work on increasing our female representation across the business through our talent and succession programmes.

I can confirm the data reported is accurate.



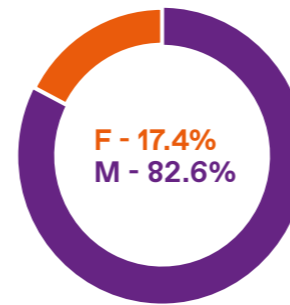
Charlotte Nuttall
Regional HR Director - British Isles



All People Managers and Colleagues are required to participate in our Equality and Diversity Training programme which includes unconscious bias.

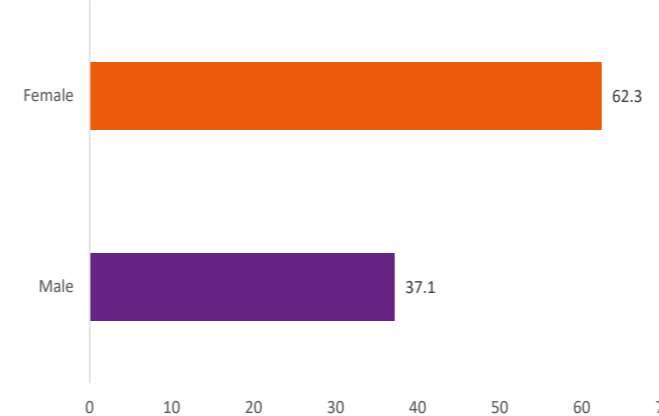


Gender Split %



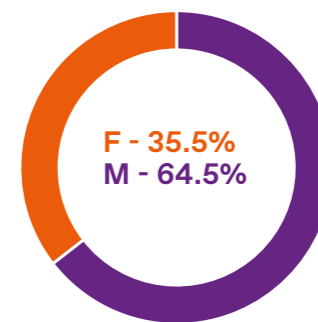
	Mean Average	Median
Gender Pay Bonus	15.3%	17.8%
Gender Bonus Gap	-17.50%	60.4%

Proportion of Male & Female Colleagues receiving Bonus Pay

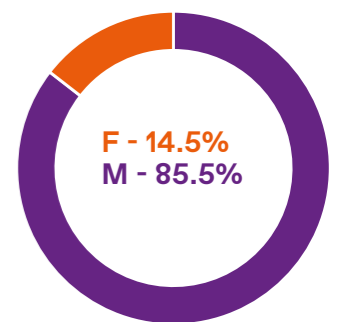


Proportion of Male & Female UK Colleagues According to Quartile Pay Bands

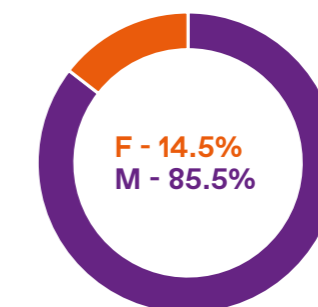
Lower Quartile



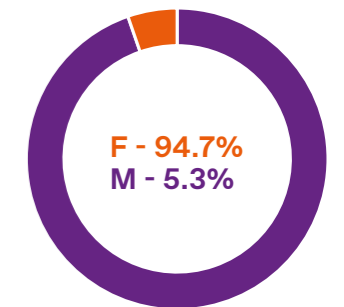
Upper Quartile



Lower Middle Quartile



Upper Middle Quartile



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