

## **HellermannTyton Limited's Gender Pay Gap Data as at 5 April 2020**

- Women's hourly rate is 21% lower (mean) and 14.3% lower (median).
- Top salary quartile has 84.1% men and 15.9% women
- Upper middle salary quartile has 73.2% men and 26.8% women
- Lower middle salary quartile has 65.9% men and 34.1% women
- Lower salary quartile has 53.6% men and 46.4% women
- Women's bonus pay is 34.6% lower (mean) and 21.1% lower (median)
- 98% of men and 94% of women received bonus pay

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