

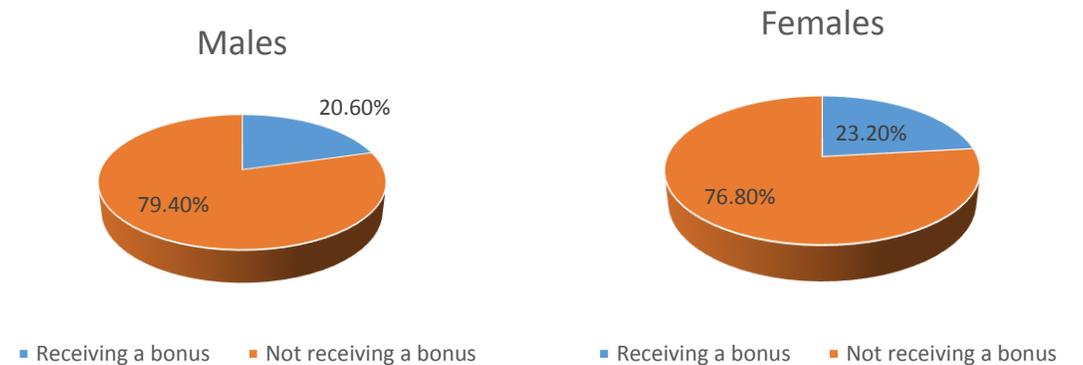
TGA Industries Limited Gender Pay Gap Reporting 2018 Statutory Disclosure

TGA Industries Limited consists of four individual operating divisions with at least 250 employees. Under the regulations, we are required to report our gender pay gap data, as below.

	Median	Mean
Gender pay gap	10.5%	18.0%
Gender bonus pay gap	38.7%	76.8%

The proportion of males and females in each quartile band	Female	Male
Upper quartile	15.9%	84.1%
Upper middle quartile	22.0%	78.0%
Lower middle quartile	22.7%	77.3%
Lower quartile	30.5%	69.5%

The proportion of males and females receiving a bonus payment



Declaration

We confirm that these gender pay gap calculations are accurate and meet the requirements of the Regulations. Furthermore, the calculations and data contained in this announcement have been completed in accordance with the methodology provided in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

T Sinkinson, Director

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We support the government's attempts to close the pay gap between men and women and are committed to ensuring that the best candidates are hired for every position and that all new hires and existing employees, irrespective of their gender, race, age, religion and sexual orientation, receive the right market rate for the role that they are carrying out. We continually review our hiring and compensation practices to ensure that all employees are treated fairly and are rewarded on the basis of their ability and achievement rather than on who they are, including in their remuneration and their career progression.

This is TGA Industries' second year of reporting on its gender pay gap in the UK. TGA Industries encompasses a number of businesses in the technical and scientific sectors, specializing in various forms of test, monitoring and control products and services. The businesses spread over different areas including fuel management, cooling systems and temperature control but over half our employees work in the core business of servicing fuel equipment. There are no direct comparable statistics for the general pay gap in these fields, but for comparison, the overall Gender Pay Gap in the UK is around 18% in favour of men, and is as much as 40% for the professional, technical and scientific sectors according to research produced by Parliament in November 2018.



T Sinkinson, Director

This year, across the operating businesses in TGA Industries Limited our median gender pay gap is 10.5%, reduced from 14.7% in 2018. The proportion of our female workforce receiving a bonus increased from 21.5% to 23.2%. We welcome the reduction in the gap for this year, but are wary of predicting overall trends. Our bonus figures in particular are largely determined by the business's financial results, however for 2018 we have successfully increased female representation in bonus-eligible positions.

From our review, we believe the reason for our gender pay gap is a predominance of men in certain roles and functions. Like other companies that operate in the industries we do, overall we have more male than female employees, and more in senior leadership positions, which tend to attract higher market rates of pay. This is a broader challenge facing many companies in these scientific and technical industries, and for skilled trades occupations in general, where pay gaps are typically higher than the overall national average.

There is clearly work for these industries as a whole to do, to attract women and to increase the representation of women at all levels. At TGA, we will continue to focus on diversity, inclusion and fairness. We will continue to identify other practices to help us improve our gender balance across all roles. We expect these steps to improve our female pipeline and retention in the medium term, although they are not "quick fixes".