

GENDER PAY GAP

2020 Report

About Leviton Manufacturing UK Limited (Leviton UK)

Leviton UK, part of the Leviton US family, headquartered in Scotland is a manufacturer of innovative copper and fiber optic cabling solutions, including custom pre-terminated options. We are dedicated to conserving resources and preserving the environment, and the Scotland facility is the world's first network infrastructure supplier to achieve carbon neutral status in accordance with PAS 2060. We also make high-performance specialty cabling for extreme environments in our England factory, supporting military, rail, automotive, industrial, and aerospace applications.



50+
years



300+
employees



40+
countries

OUR STATEMENT

As a business, Leviton UK believe that the promotion of equal opportunities including salaries and benefits in employment enables individuals to maximise their contribution and enhances the overall success of the business. As a company, we have pay equity with the same job roles.

This data taken from the 'Snapshot' date of 5th April 2020, has been reported on the Government website:

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

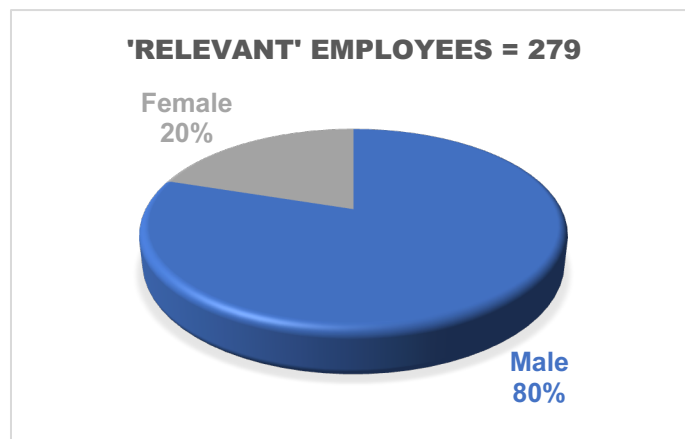


THE RESULTS

Basis of the Calculations

The number of full-pay relevant employees employed at the Snapshot date to calculate the hourly mean and median gender pay gap -

- **223 Male**
- **56 Female**



Mean Gender Pay Gap in Hourly Pay

Based on the data at the Snapshot date, the difference in mean gender pay gap between men and women across the entire UK business is 15.29%.

Median Gender Pay Gap in Hourly Pay

Based on the data at the Snapshot date, the difference in median gender pay gap between men and women across the entire UK business is 14.4%.

Bonus Data

Of our 279 employees, 45 (16%) received a 'bonus' payment during the review period of May 2019 to April 2020. Of the 45, 36 employees were male and 9 of the employees were female.

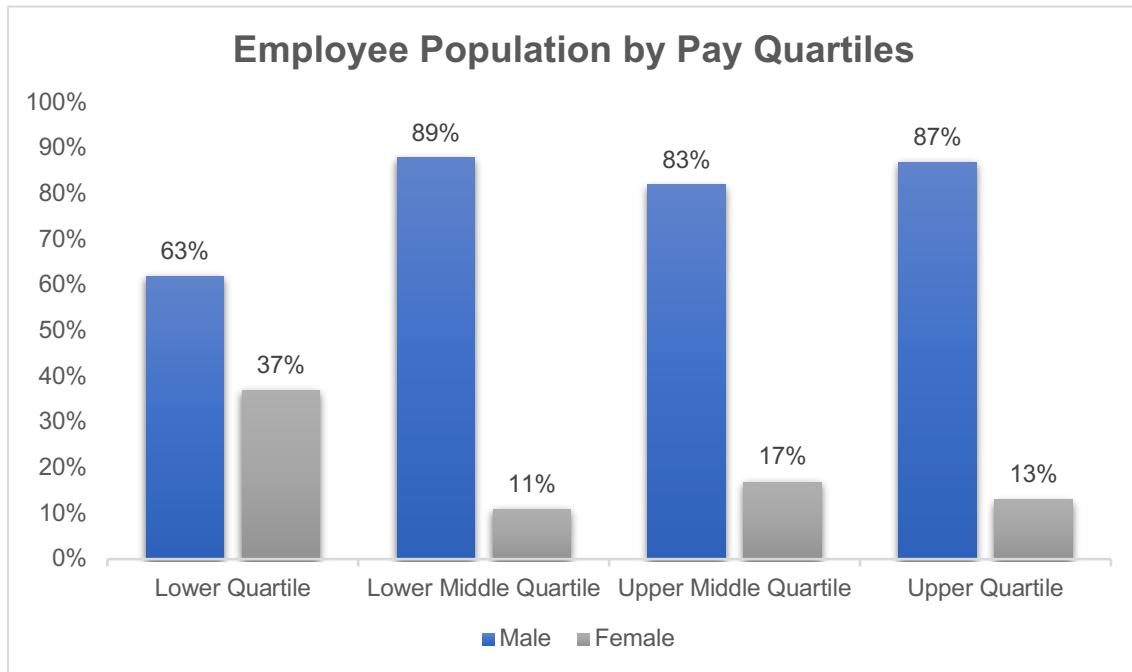
Mean Gender Pay Gap in Bonus Pay

Based on the data at the Snapshot date, the mean difference in bonus pay between men and women across the entire UK business is 12.53%.

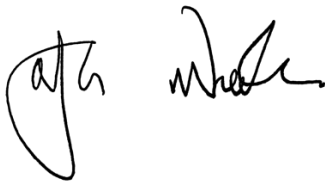
Median Gender Pay Gap in Bonus Pay

Based on the data at the Snapshot date, the median difference in bonus pay between men and women across the entire UK business is 63.94% due to reductions in employees receiving bonuses and retirement at senior levels.

PAY QUARTILES



The calculations reported above, to the best of my knowledge and belief, are accurate based on the relevant data for the reporting period.



Ian Wilkie
Managing Director
Date