

GENDER PAY GAP

2021 Report

About Leviton Manufacturing UK Limited (Leviton UK)

Leviton Manufacturing UK Limited is part of the Leviton US family, with European Headquarters based in Scotland. At our factory in Scotland, we manufacture 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 manufacture high-performance specialty cabling for extreme environments at our factory in England, supporting military, rail, automotive, industrial, and aerospace applications.



50+
years



300+
employees



40+
countries

Our Statement

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

This data is taken from the 'Snapshot' date of **5th April 2021** and is reported on the Government website:

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

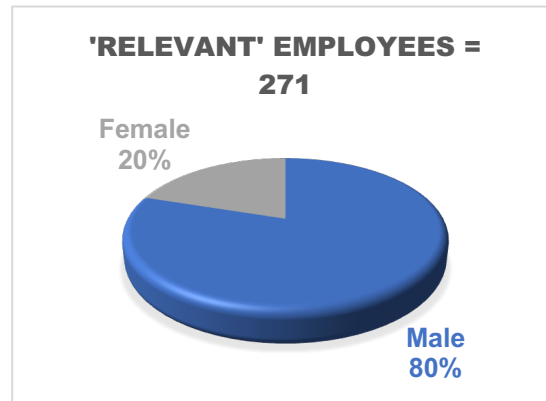


THE RESULTS

Basis of Calculations

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

- **218 Male**
- **54 Female**



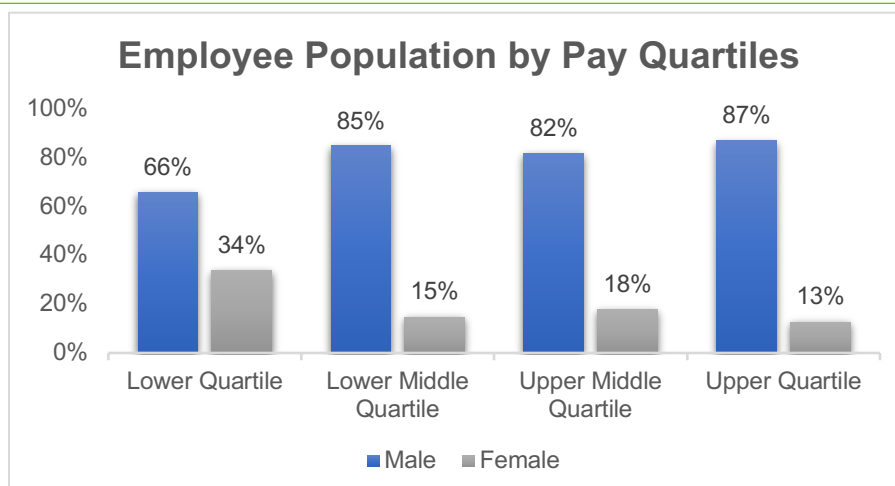
Mean Gender Pay Gap in Hourly Pay

Based on the Snapshot date, the difference in mean gender pay gap between men and women across the entire UK business is 17%. This reflects an increase of 1.5% compared to 2021.

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 10%. This improvement reflects a reduction in the pay gap of more than 4% compared to 2020.

PAY QUARTILES



Bonus Data

Of our 272 employees, in the UK, 49 (18%) received a 'bonus' payment during the review period of May 2020 to April 2021. This figure is comprised of 41 male and 8 female employees.

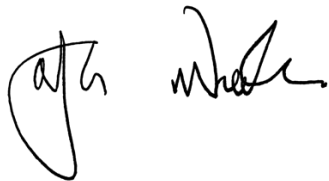
Mean Gender Pay Gap in Bonus Pay

Based on the data at the Snapshot date, the mean difference in bonus pay between men and women across the entire UK business is 65%. This increase compared to 2020 has been significantly impacted by the reduction of employees receiving bonuses and retirement at senior levels.

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 57%, reflecting an improvement of more than 7% compared to 2020.

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

A handwritten signature in black ink, appearing to read "Ian Wilkie". The signature is written in a cursive style with a large initial "I" and "W".

Ian Wilkie
Managing Director
28th March 2022