

GENDER PAY GAP

2023 Report

About Leviton Manufacturing UK Limited (Leviton UK)

Leviton Manufacturing UK Limited is part of the Leviton US family, with European Headquarters located 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 our Scotland facility is the world's first network infrastructure supplier to achieve carbon neutral status in accordance with PAS 2060.



50+
years



300+
employees



40+
countries

Our Statement

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

This data is taken from the 'Snapshot' date of **5th April 2023** and is reported on the Government website:

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

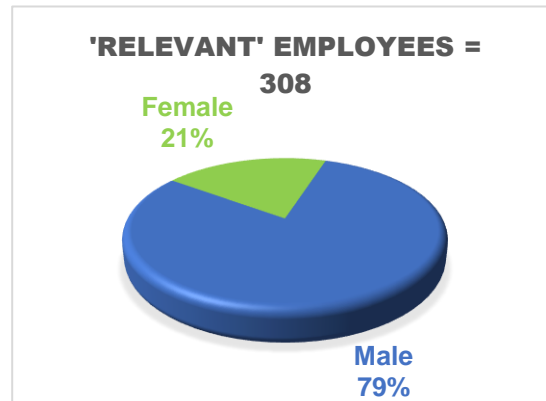


THE RESULTS

Basis of Calculations

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

- **244 Male**
- **64 Female**



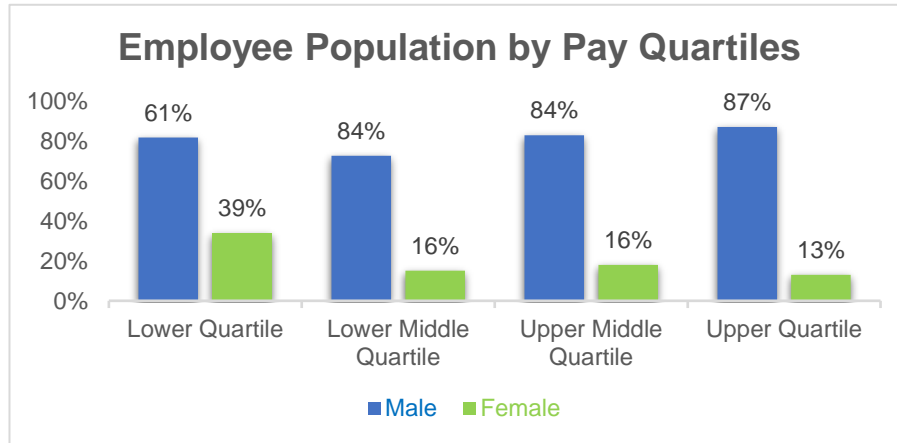
Mean Gender Pay Gap in Hourly Pay

Based on the Snapshot date, the difference in mean gender pay gap between men and women across the entire UK business is **16.98%**.

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 **14.73%**.

PAY QUARTILES



Bonus Data

Of our **308** employees in the UK, **55** (18%) received a 'bonus' payment during the review period of May 2022 to April 2023. This figure is comprised of **43** male and **12** 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 **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 **43%**.

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.

Ian Wilkie
Managing Director
28th March 2024