teg



GENDER PAY GAP REPORT

WE ARE INTEGRAL.

At TEG we are committed to supporting all our people and fostering a workplace where everyone has the opportunity to thrive.

The Company recognises that the engineering sector has traditionally been male-dominated, and this is reflected in the current gender profile of our workforce, where female representation remains relatively low. We acknowledge that addressing the gender pay gap requires a long-term commitment to improving gender balance and creating greater opportunities for women within the industry. As part of our proactive approach, we are working closely with local schools to develop and support educational programmes that promote engineering as an attractive and accessible career choice for girls and young women. Through early engagement, awareness initiatives and opportunities to learn more about the diverse career paths available within engineering, we aim to challenge traditional perceptions, encourage greater female participation and help build a stronger pipeline of future female talent.



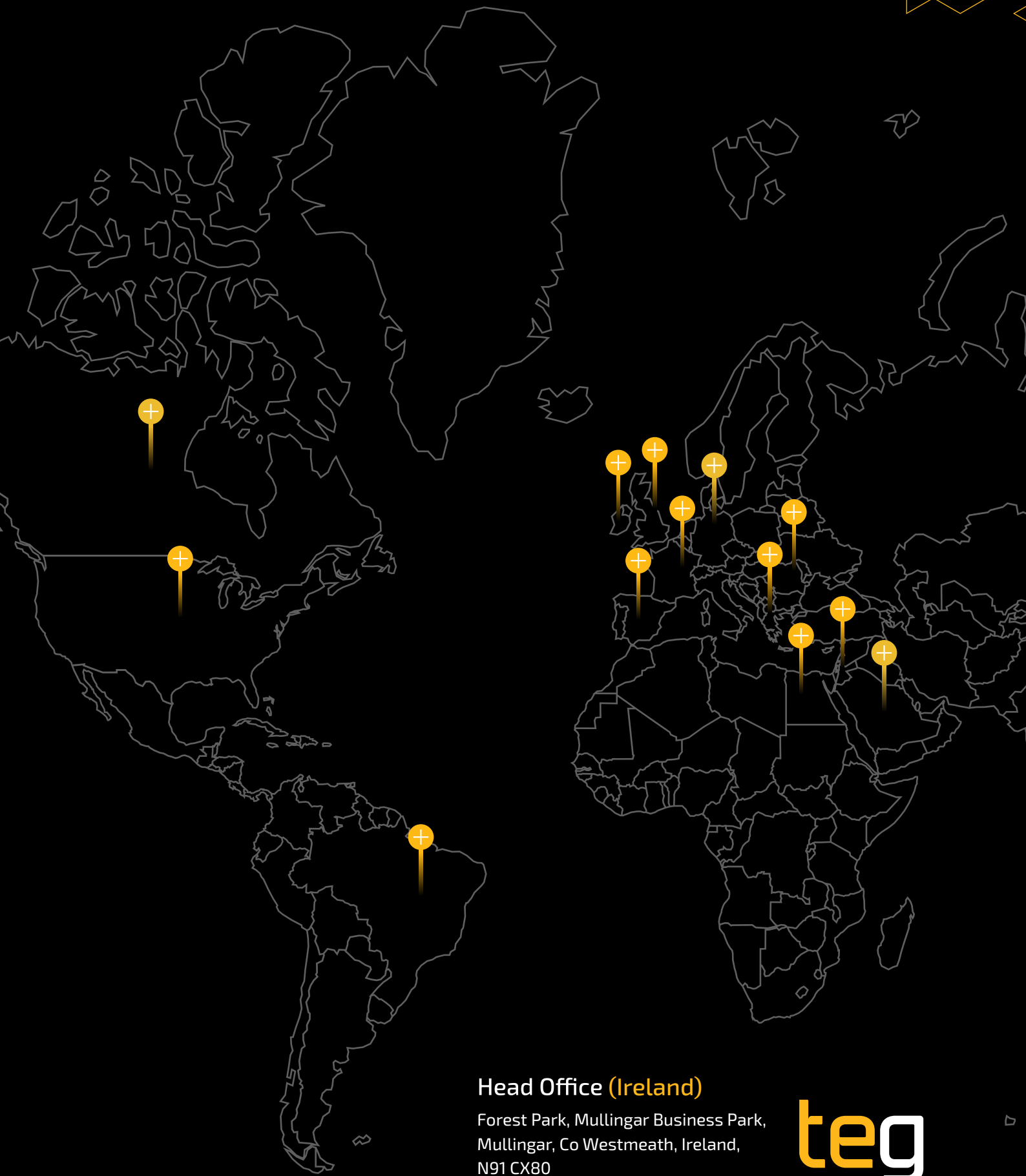
This report provides a snapshot of where we stand today.

We recognise that meaningful change will take time, and remain committed to playing an active role in narrowing the gender gap and fostering a more diverse and inclusive workforce. The company recognises that increasing female participation in engineering is an important part of the company's longer-term strategy.

2026

1. Mean Hourly Gender Pay Gap (All)	18.74%
2. Mean Hourly Gender Pay Gap (Part-time)	0%
3. Mean Hourly Gender Pay Gap (Temporary contract)	N/A
4. Median Hourly Gender Pay Gap (All)	18.45%
5. Median Hourly Gender Pay Gap (Part-time)	0%
6. Median Hourly Gender Pay Gap (Temporary contract)	N/A
7. Mean Hourly performance related bonus gender pay gap (All) **	2.83%
8. Median hourly performance related bonus gender pay gap (All)	-54%
9. Percentage of employees per gender to receive a performance related bonus remuneration*	30% (F) 25.5% (M)
10. Percentage of Employees per Gender to receive Benefit in Kind	10% (F) 90% (M)
11. Percentage of employees within lower remuneration quartile	15% (F) 84% (M)
12. Percentage of employees within middle remuneration quartile	12% (F) 88% (M)
13. Percentage of employees within upper middle remuneration quartile	3% (F) 97% (M)
14. Percentage of employees within upper remuneration quartile	7% (F) 93% (M)

** Calculation includes sales team commission
*Performance related bonus is an annual loyalty award



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