

ITW UK Gender Pay Gap Report 2023

Introduction

In compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, ITW is measuring and annually reporting the “gender pay gap,” or the difference of the average pay between men and women employees across ITW’s 20 UK-based businesses. The required disclosures are set forth below. We also encourage you to review [ITW’s Diversity and Inclusion Strategy and Framework](#), as well as learn about specific actions we are taking to enhance diversity and ensure inclusive workplaces across our global organization.

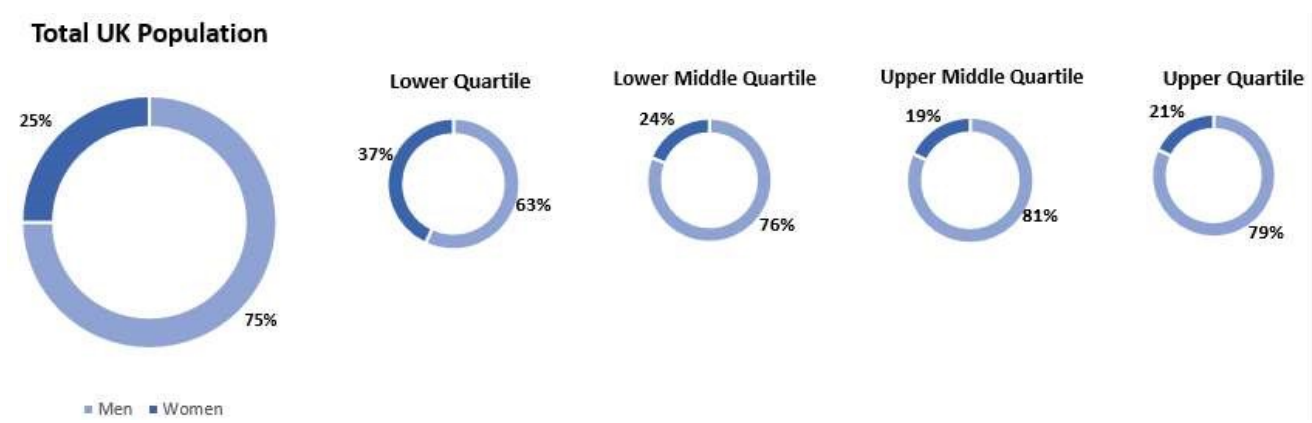
In light of the information set forth below, it is important to note that the “gender pay gap” is not the same as “equal pay,” which is men and women being paid equally for carrying out the same or similar jobs and work of equal value. Rather, the information below identifies average earnings across all jobs, levels, and salaries, regardless of position, division or location. The pay gap is also reflective of the unequal distribution of men and women in roles across our businesses. Importantly, our compensation practices are designed to be objective and avoid bias. We utilize pay ranges reflective of the median compensation in our local job markets, and we make compensation decisions within these ranges based on one’s skills, experience, and performance.

The bonus gap in particular is dependent on the distribution of men and women in each of our UK-based businesses, where the business performance varies greatly given our diversified model. Financial performance across our businesses in 2022 continued to vastly vary due to the lasting effects of the pandemic, which impacted our businesses to greater or lesser extent.

ITW’s UK Gender Pay Gap

	2023
Mean (average) gender pay gap	11.3%
Median (mid-point) gender pay gap	18.6%
Mean (average) gender bonus gap	37.8%
Median (mid-point) gender bonus gap	30.4%
Percentage of population receiving bonuses	Female 36.9% / Male 50.1%

Proportion of Employees in Each Pay Quartile



ITW’s Commitment to Diversity & Inclusion

ITW’s ability to reach our full potential as an enterprise requires high-performing talent that brings unique perspectives, experiences, and ideas to the team. We recognize the critical importance of a diverse and deep talent pool to enable us to deliver differentiated products and service levels to our customers. And we are working hard to maintain workplaces where all of our ITW colleagues are respected and valued for their contributions and have the opportunity to achieve their own professional full potential. We are committed to enhancing the diversity of our global leadership teams, and we have made steady and consistent progress over the past 10 years. In 2023, we continued to increase representation in our top 1,000 leaders, with 29% women globally. We continue our efforts in advancing women into more senior positions across ITW. Learn more about [our diversity and inclusion strategy](#), objectives and the actions we are taking.

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.	Name: Giles Hudson Signature:	Title: ITW UK and Ireland Country Controller, Director ITW Limited
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