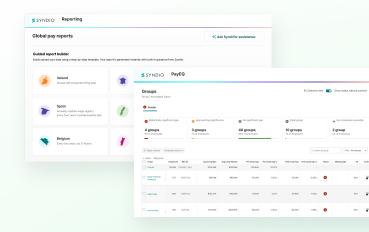


How TE Connectivity Achieves Fair Pay and Simplifies Global Pay Reporting with Syndio





Enhanced compliance program and preparation for future EU requirements



Strengthened employee communication, building trust and engagement



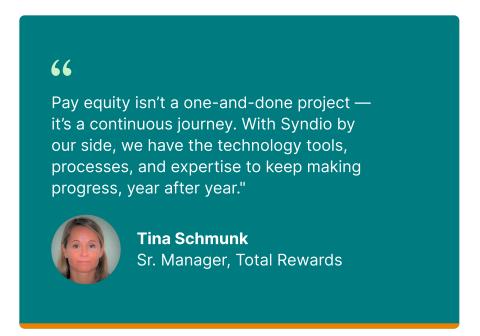
Reinforced fair pay brand, improving ability to attract top talent



Ensuring fairness is built into every compensation decision

In today's rapidly evolving workplace, ensuring fair and equitable pay practices is not just the right thing to do – it's a business imperative. At TE Connectivity, achieving pay equity across a global workforce of 85,000+ employees spanning more than 50 countries is both a reflection of the company's values and a strategic priority.

Maintaining that consistency, however, is complex. Differing national regulations, evolving legal requirements, and decentralized processes made global pay gap reporting a time-intensive endeavor.









O CHALLENGE

Navigating complexity across borders

Pay equity success rests on two pillars: running robust analyses to identify, explain, and close pay gaps, and calculating and disclosing country-specific metrics accurately.

With each country bringing unique deadlines and thresholds, our decentralized approach meant regional teams handled reporting independently. "It was time consuming and required significant resources to ensure unified compliance oversight," notes Frank Stoos, Director, Total Rewards. "We needed a solution that streamlined the process and delivered insights we could act on globally."

Growing transparency expectations from employees, investors, and leadership amplified the urgency. Delivering on those expectations demanded statistically rigorous analyses, the flexibility to test multiple groupings and controls, and methodologies adaptable to the full spectrum of global standards — especially between the U.S. and the EU.

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We needed a solution that streamlined the process and delivered insights we could act on globally.

Frank StoosDirector, Total Rewards



SOLUTION

Partnering with Syndio for centralized pay reporting and pay equity analysis

To address these challenges, TE Connectivity partnered with Syndio, a recognized leader in fair pay and transparency solutions. Syndio delivered a comprehensive solution, delivering proven technology, expert guidance, and tailored processes designed to meet the needs of a global enterprise.



"Syndio's deep understanding of complex international regulations gave us confidence. They equipped us to proactively adapt to future changes."



Erik Olsson VP, HR



A centralized platform for globally consistent pay analysis.



Solution integrated into compensation decision workflows to ensure offers are both internally equitable and market competitive from day one.



Jurisdiction-specific reports for simple and accurate pay gap reporting.

Strategic advisory

Stakeholder training and dynamic reporting calendar to ensure key teams have the up-to-date knowledge and confidence to succeed.



"Syndio didn't just hand us a platform; they worked alongside us every step of the way. They engaged directly with our Country HR, Payroll, and Total Rewards teams to build processes that fit our structure and culture."



Alan Molloy Sr. Director, EMEA Regional HR





RESULTS

Turning compliance into competitive advantage

The impact of TE Connectivity's partnership with Syndio has been significant, delivering both operational efficiencies and strategic value.

Efficiency, transparency, and strategic insight

Streamlined processes

A centralized solution that guides data collection, streamlines reporting, and automates analyses reduced time spent on compliance and ensured accurate results.

Enhanced data visibility

Clear and transparent analyses, results, and reports allowed leadership to gain a global perspective on pay equity and communicate their commitment to fair pay with confidence, both internally and externally.

Strengthened compliance posture

Syndio's proactive updates and expert guidance have helped TE Connectivity stay ahead of evolving regulatory requirements.

Proactive equity in offers

By leveraging Syndio's Pay Finder to ensure equitable offers from the outset, TE Connectivity established a preventative approach that mitigated the risk of pay disparities.

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"The transformation has been remarkable. By simplifying global pay reporting and gaining visibility into our analysis and data, we've elevated our compliance program and sharpened our pay equity story. This sends a powerful message to both our employees and the market.



Maury Gillock VP, Global Total Rewards

TE Connectivity's journey with Syndio underscores that fair pay is more than a compliance requirement. It's a sustainable business practice and fundamental driver of employee trust, talent attraction, and long-term business success.

Externally, TE Connectivity's leadership in pay equity also enhances its employer brand, reinforcing the company's reputation as a fair and responsible employer — one that values transparency, inclusion, and fairness across the employee lifecycle.

TE Connectivity has been recognized as a World's Most Admired Company by Fortune, and as a Top Employer for a Great Place to Work in multiple countries where it operates.

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When employees see their company taking pay equity seriously, it builds trust and strengthens engagement. It shows that fairness isn't just something we talk about — it's something we actively work to embed in our culture.

Gemma Cuckow Manager Regional, HR Partners







№ LOOKING AHEAD

A commitment to continuous improvement

With centralized processes and Syndio as a trusted partner, TE Connectivity is prepared to meet forthcoming regulations — notably the EU Pay Transparency Directive — and to keep raising the bar on fair pay. With a new level of transparency and consistency, TE Connectivity can proactively identify and address disparities, ensuring fairness is built into every compensation decision.

"Pay equity isn't a one-and-done project — it's a continuous journey," says Tina Schmunk, Sr. Manager Total Rewards at TE Connectivity. "With Syndio by our side, we have the technology tools, processes, and expertise to keep making progress, year after year."

At TE Connectivity, pay equity is not just about spreadsheets and reports — it's about values. The partnership with Syndio underscores a shared commitment to fairness, transparency, and ensuring every employee feels valued and rewarded for their contributions.

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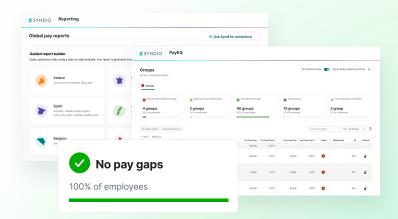
Ultimately, pay equity is about creating a workplace where everyone, regardless of where they work or who they are, feels respected and valued. That's the kind of culture we are building, and it's the kind of company we're proud to be.



Maury Gillock VP, Global Total Rewards

Ready to simplify compliance and make smarter pay decisions you can trust?

Request demo



Learn more at Synd.io →