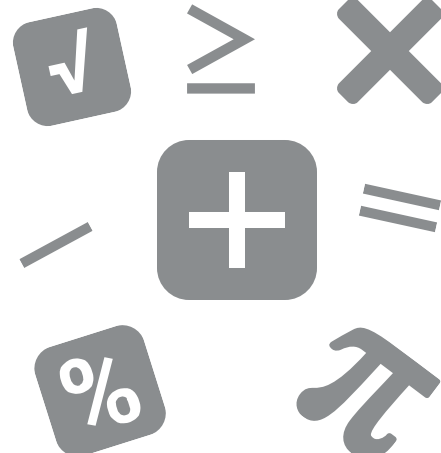


# Gender Pay Gap

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our company; it will not involve publishing individual employee data.

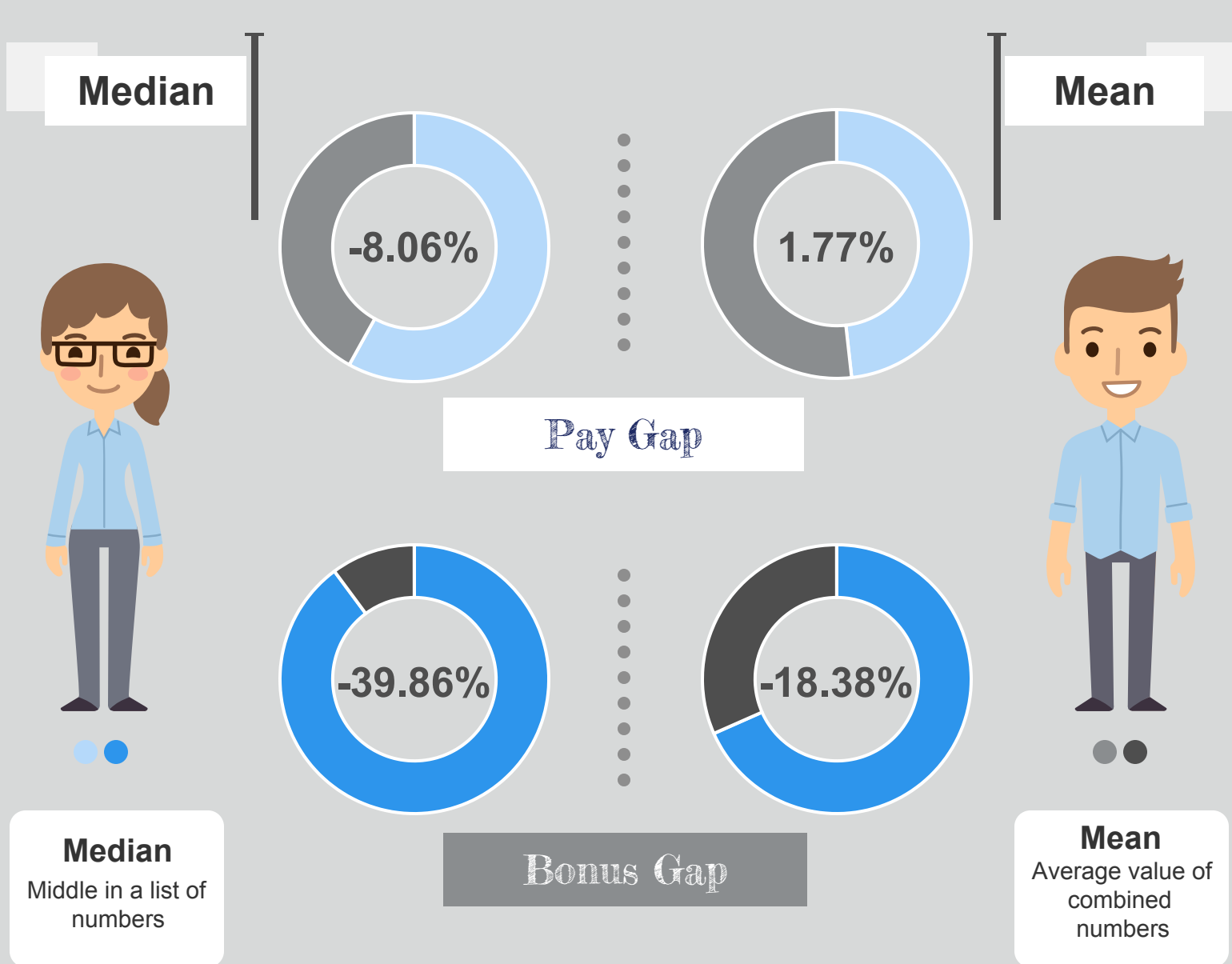
We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th, each and every year.



We can use the results of our calculations to assess:

- ✓ The levels of gender equality in our workforce.
- ✓ The balance of male and female employees at different levels.
- ✓ How effectively talent is being maximised and rewarded.

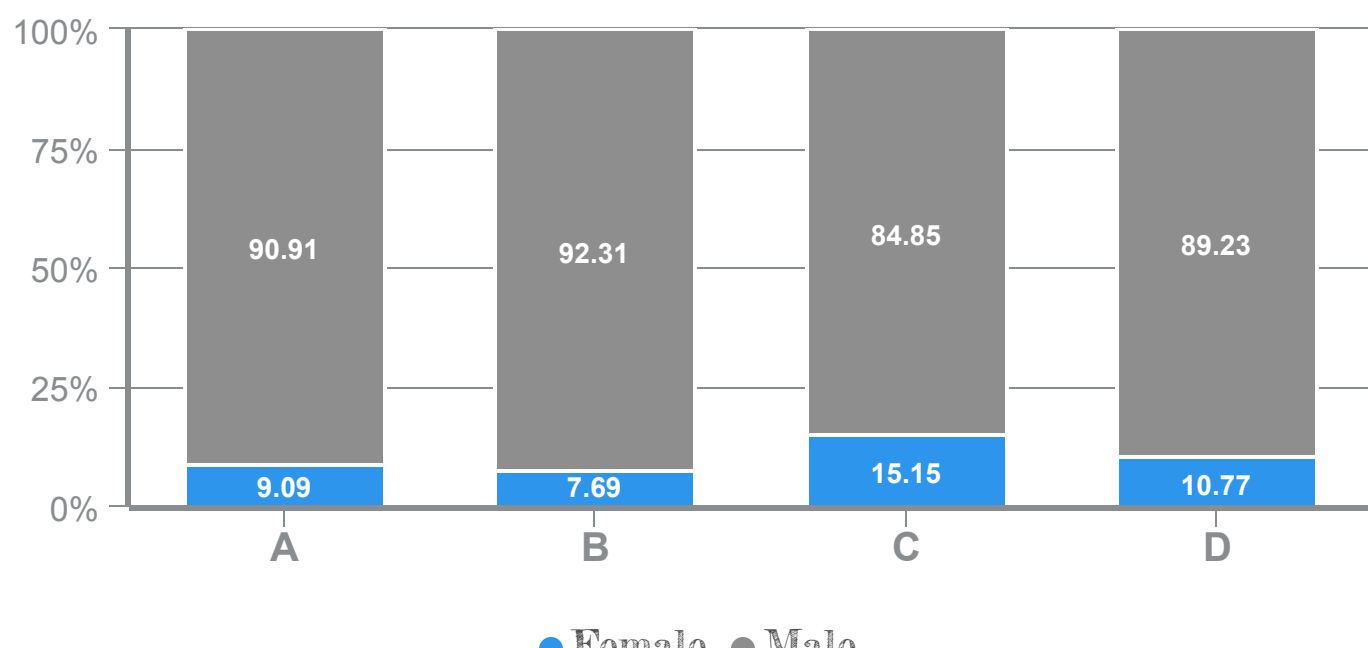
## Summary Results



The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage against men's earnings. For example, women earn 15% less than men.

A negative % figure would indicate that women on average earn more.

## Pay Quartiles



- A** Includes all employees whose standard hourly rate places them at or below the lower quartile
- B** Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
- C** Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
- D** Includes all employees whose standard hourly rate places them above the upper quartile

## Our Commitments

What is MAHLE UK doing to address its Gender Pay Gap?

We will continually review our **family friendly policies** and initiatives, to encourage women to work for and stay working for MAHLE

Our **Flexible Working** Policy makes it clear to all employees in all areas and levels of the company that requests for flexible working will be considered regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

In 2018 we also introduced a Homeworking Policy, which opens up a wealth of flexible working possibilities for our employees.

MAHLE will be increasing its **STEM activities** across the UK, and adding extra focus on attending and participating in University events.

We are **changing the way that we recruit**, offering more opportunities for flexible working and using gender neutral language in all of our job adverts.

Increased **analysis** on our leaver population will provide us with insights into what improvements can be made to retain female workers.