

UK Gender Pay Gap

Report 2019

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Introduction

We are committed to being an inclusive and diverse employer and welcome the increased transparency on gender pay in the UK. Creating an open and collaborative culture for all employees at DRÄXLMAIER, plays a fundamental part in maintaining our global presence and meeting the needs of our customers.

In this Gender Pay Gap Report, we provide our pay data; explanations behind each result, compare our data to the previous year and outline our plans for continued equality and diversity.

The pay difference between men and women

Mean pay gap



Median pay gap



Understanding our pay gap

We have a higher portion of male employees working on our production and assembly lines. However, irrespective of gender, the pay tables are identical, ensuring equal and fair treatment for all.

Women have a higher representation in our 'mid-level' positions which sit predominantly within our central functions. In comparison, our senior-level positions are predominantly held by men.

The split of low and high-level earnings for male workers, accompanied with more females represented in 'mid-level' positions, will account for the closeness of our mean and median pay gaps.

The diagram above shows our gender pay gap by comparing the average hourly pay of all women compared to men for full-time employees. The UK's national gender pay gap is 8.9% higher for men, according to the Office of National Statistics (ONS). The mean and median figures are used to provide an average percentage pay gap. The mean and the median pay gap is slightly lower for women, which is a slight shift compared to 2018.

The bonus pay difference between men and women

Mean bonus pay gap



Median bonus pay gap

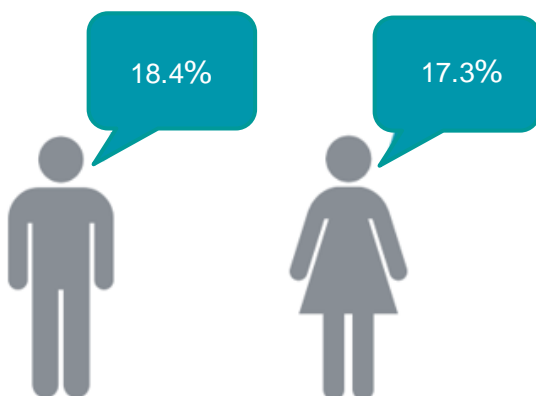


Understanding our bonus gap

We have a higher portion of male employees within the business who are eligible for a bonus. Due to a previous acquisition/TUPE transfer, we have a portion of employees (who are mainly men) who receive a monthly attendance bonus.

Our bonus structure for mid-senior level employees has seen a recent change, with more 'higher' level employees eligible to receive a bonus.

This, mixed with a smaller pool size of women who receive bonuses, may explain the big difference in mean and median bonuses.



The percentage of men and women who receive bonuses

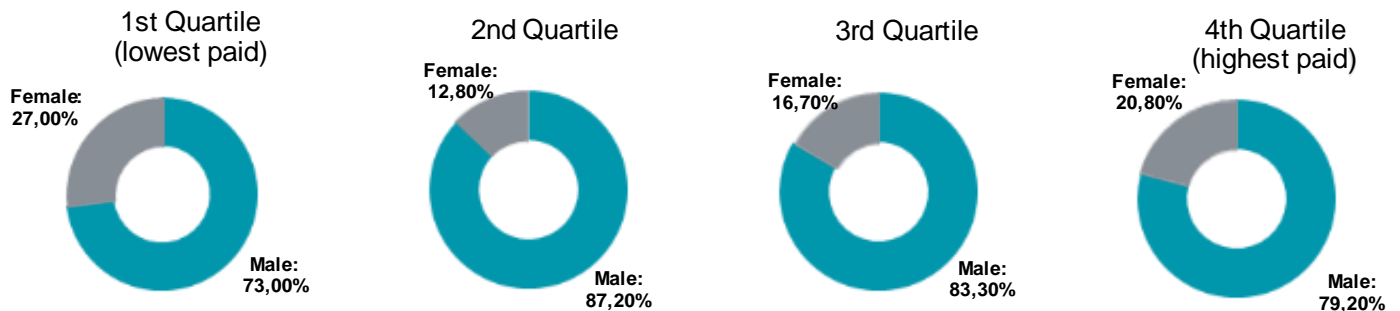
Understanding our bonus percentages

As mentioned above, the recent changes in bonus payments have more closely aligned the percentage of population who receive a bonus.

We will continue to work to align the medium bonus differences.

The percentage of men and women within our four pay quartiles

The diagrams below illustrate the percentage of men and women represented across our business. Quartile 1 represents our lowest-paid employees, whereas Quartile 4 represents our highest-paid employees.



Comparison of 2018 results

The mean and median gap for pay has remained very low. This is positive to observe as it highlights our attitude of embracing equality and diversity within the business, ensuring both men and women are treated equally.

Our bonus pay gap results have seen a significant change compared to last year's results. This is due to a significant change in our bonus pay structure, which has seen more higher-level employees receiving bonuses.

Over the next few years, we will continue to align the bonus pay structure meaning these figures will likely continue to change in our yearly Gender Pay Gap Reports.

The percentage of women who receive a bonus has doubled when compared to 2017's results. The 2018 figure is now very close to the percentage of men who receive bonuses. This is pleasing to observe considering the challenges we face with varying employment contracts within the business due to a TUPE transfer, which enables a portion of the workforce to receive a weekly bonus (of which most are male).

We are encouraged to observe that there has been an increase in female representation in our third quartile,

with the upper quartile remaining consistent. This has been an area the business has consciously worked on through training programmes and succession planning activities.

What next for DRAXLMAIER UK?

We will continue to promote equality at DRAXLMAIER UK by providing learning and development opportunities at all levels, as well as supporting the career paths available to our employees. In addition, we are committed to furthering our fair and diverse recruitment strategy; encouraging people from all backgrounds, no matter their race, ethnicity or gender, to come and work for DRAXLMAIER. As a global business operating in over 20 countries, it is in our best interest to attract talent from varying backgrounds in order to meet the needs of our customers.

We will continue to increase our community activities in 2020, in order to encourage both young men and women to develop their careers within the automotive industry through our apprenticeship programmes.

We will continue to publish our Gender Pay Gap Report year-on-year, in line with the UK Government's legislation, providing commentary and context for each data set.

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