

UK Gender Pay Gap

Report 2020

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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

The diagrams show our gender pay gap by comparing the average hourly pay of all women compared to men.

The UK's national gender pay gap (mean) is 7.4% higher for men according to the Office of National Statistics (ONS).

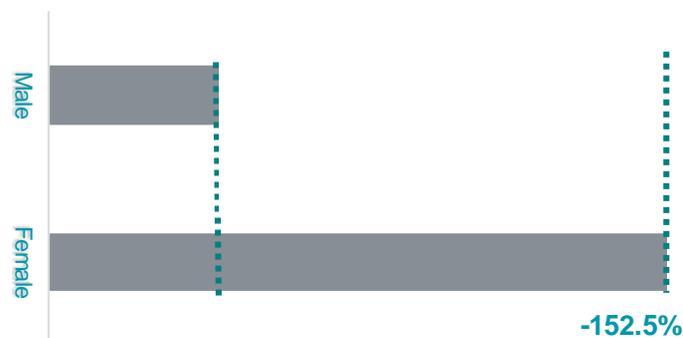
The mean and median figures are used to provide an average percentage pay gap. Both the mean and the median show a higher pay for women vs men which is a slight improvement compared to 2019 results which showed men earning marginally more than women based on the mean averages at 0.4%.

The bonus pay difference between men and women

Mean bonus pay gap



Median bonus pay gap

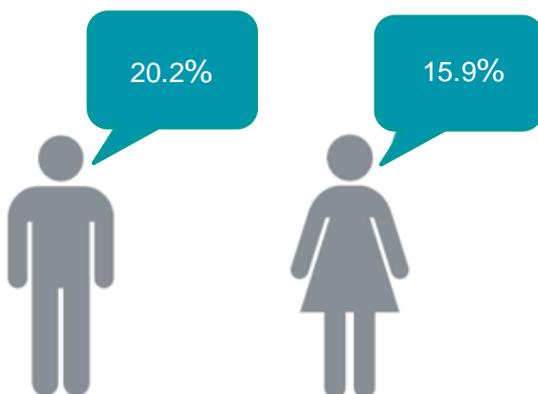


Understanding our bonus gap

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 weekly bonus whereas.

Our bonus structure for mid-senior level employees has remained consistent, with more 'higher' level employees eligible to receive a bonus. Due to there being more men within the business at all levels, this represents men receiving 2.5% higher bonuses than women on a mean basis.

However, the median shows that women receive 152.5% more bonus than men, this is reflective of the makeup of our workforce. The median data set compares upper quartile female leaders compared to bonus payments made to some of our lower quartile employees.



The percentage of men and women who receive bonuses

Understanding our bonus percentages

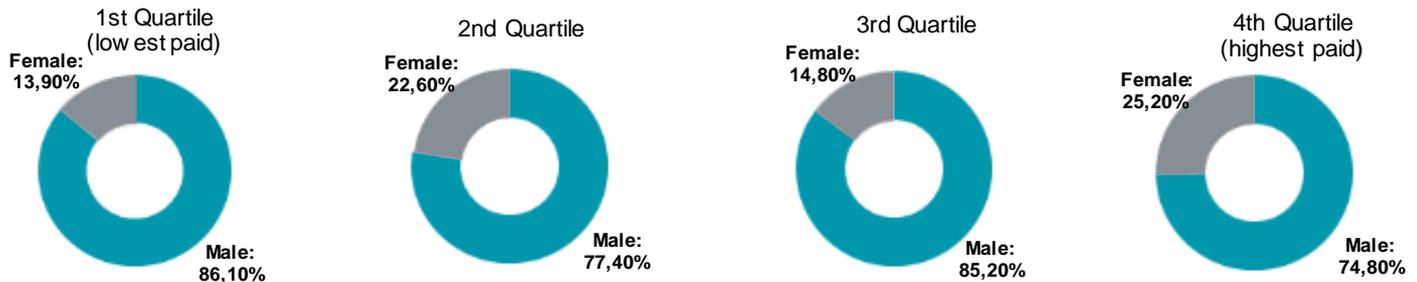
20.2% of our male employees receive a bonus and 15.9% of our female employees receive a bonus.

The composition of our workforce has changed over the year resulting in a slight increase in males receiving a bonus compared to a slight decrease of women receiving a bonus in the same period.

We will continue to work to align the bonus criteria for both genders.

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. .



Our current workforce is made up of 79.2% men versus 20.8% of women. This figure is above the UK industry average, which shows the percentage of women employed in the manufacture of motor vehicles, trailers and semi-trailers as 13.7%.

Comparison of 2019 results

The mean and median gap for pay has remained very low and slightly more favourable to women. This was achieved by the introduction of identical pay tables for our production and assembly workers. This enforces our attitude of embracing equality and diversity within the business, ensuring both men and women are treated equally.

Our mean bonus pay gap results have seen a significant change compared to last year's results. This is due to the higher level of bonuses paid to female workers in the upper quartile.

The percentage of women who receive a bonus has slightly decreased compared to 2019's results. This is a direct impact from changes to our workforce composition following business change during the year.

We are encouraged to observe that there has been an increase in female representation in our upper quartile, displaying an increase in women in senior roles within our business. This has been an area the business has consciously worked on through training programmes and succession planning activities. However, the

dataset shows a decrease in female representation in all other quartiles, which is disappointing to report. We will continue to increase our community activities in 2021, in order to encourage both young men and women to develop their careers within the automotive industry through direct sourcing and our apprenticeship programmes.

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 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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