



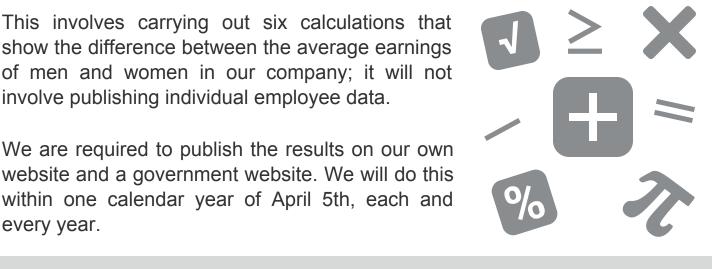
## Gender Pay Gap



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

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.





How effectively talent is being

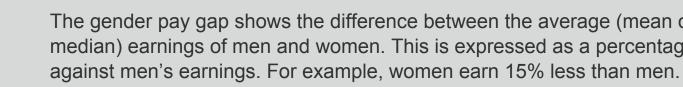




Summary Results







100%

75%

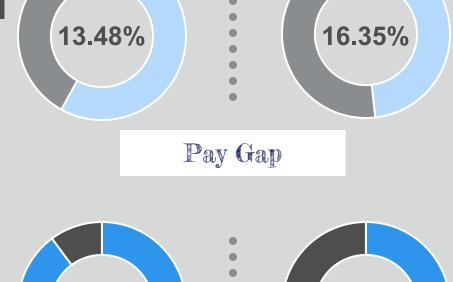
50%

25%

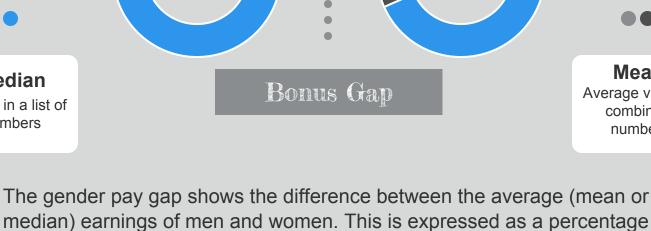
0%

75.56%

24 440/



24.16%



31.26%



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

91.07%

8.93%

Pay Quartiles



88.44%

11.56%

86.22%

13.78%

Includes all employees whose standard hourly rate places them above the upper quartile

friendly

working for MAHLE

employees.

policies

and

encourage women to work for and stay

Our Commitments

Includes all employees whose standard hourly rate places them at or below the lower quartile Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

• Female • Male

## We will continually review our family

initiatives,

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.

What is **MAHLE UK** 

doing to address its

Gender Pay Gap?

MAHLE will be increasing its **STEM** activities across the UK, and adding extra focus on

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

> 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.

insights into what improvements can

be made to retain female workers.

attending and participating in University events.



March 2019