

UK Gender Pay Gap

Report 2021

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Introduction

We continue our commitment to being an inclusive and diverse employer and enjoy the transparency provided by the gender pay reporting in the UK. Creating an open and collaborative culture for all employees at DRAXLMAIER, 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 7.9% 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. At Draexlmaier Automotive UK Ltd both the mean and the median show a higher pay for women vs men which is a slight deterioration compared to our 2020 results which showed men earning marginally less than women based on the mean averages at 4.4%. Our future aim is to achieve alignment across both genders.

The bonus pay difference between men and women

Mean bonus pay gap



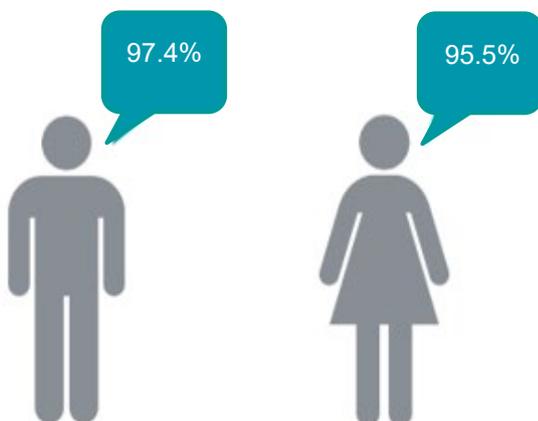
Median bonus pay gap



Understanding our bonus gap

During 2020 our employees suffered continued disruptions to their working lives and income due to the Covid-19 pandemic. We relied heavily on the Government Job Retention Scheme to ensure continued continuity of employment for all of our workers. To soften the impact of this hardship and to support employee retention and business continuity, our International Private Owner funded a one-time bonus to all non-management workers globally for their extraordinary flexibility as way of a thank you.

The above recognition payment has changed our year-on-year bonus pay gap significantly. As demonstrated in the chart the result shows at the median level both gender employees received the same amount of bonus, with the mean gap showing women receiving 22.2% more.



The percentage of men and women who receive bonuses

Understanding our bonus percentages

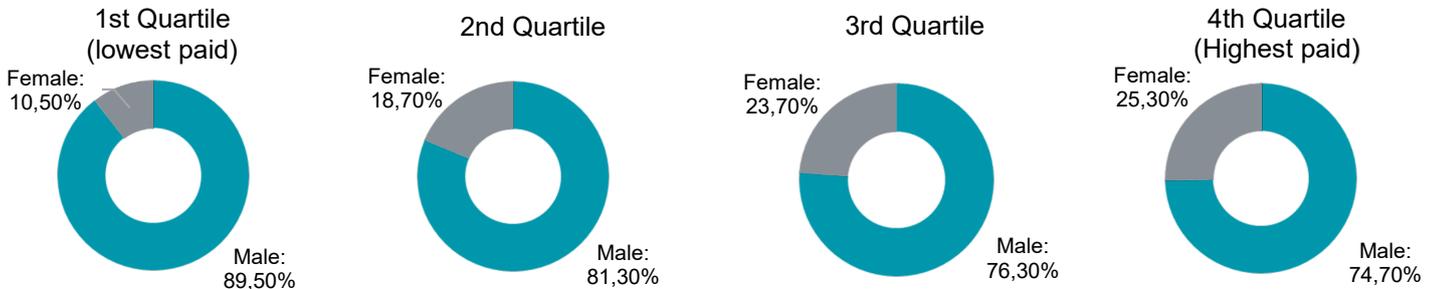
97.4% of our male employees received a bonus in 2021 and 95.5% of our female employees.

This is a significant difference to the percentage ratio from previous years and is a direct result of the Covid-19 pandemic impact.

As the business returns to normality, 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 75% men versus 25% of women. This figure is above the UK industry average, which shows the percentage of women employed within the Automotive industry is 20%, dropping to 10% at the Executive Level.

Comparison of 2020 results

The mean and median pay gap 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 a one-time extraordinary thank you payment to our employees. This has also contributed to the alignment of the percentage of both woman and men who receive a bonus with median result showing equality in bonus pay.

We are encouraged to observe that there has been an increase in female representation in our 3rd quartile with our 4th quartile remaining stable at 25.2% thus displaying an increase in women in middle management 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 our two lower quartiles, which is disappointing to report. We will continue to increase our community activities in 2022, in order to encourage both men and women to develop their careers within the automotive industry through direct sourcing and our apprenticeship programmes.

What is 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 the DRAXLMAIER family. 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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