



DRAXLMAIER

UK Gender Pay Gap

Report 2022

WE CREATE CHARACTER

UK Gender Pay Gap 2022

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 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 5.45% higher for men according to the Office of National Statistics (ONS).

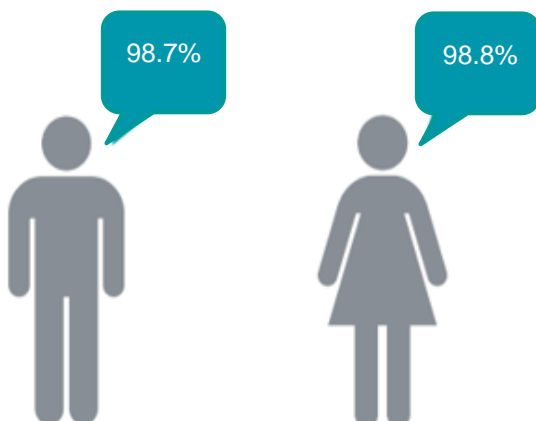
The mean and median figures are used to provide an average percentage pay gap. At DRÄXLMAIER Automotive UK Ltd both the mean and the median show a higher pay for women vs men which is a significant change compared to our 2021 results which showed men earning 6.8% less than women based on the mean and 11.7% lower based on the median gap. Our future aim is to achieve alignment for both genders.

The bonus pay difference between men and women

Mean bonus pay gap



Median bonus pay gap



Understanding our bonus gap

During 2021 our employees continued to suffer disruptions to their working lives and income due to the Covid-19 pandemic, global semi-conductor shortages and disruptions within the Automotive supply chains.

To soften the impact of this hardship and to support employee retention and business continuity, our International Private Owner funded for the second year running a one-time bonus to all non-management workers globally as way of a thank you for their continued extraordinary flexibility.

The continuation of this recognition bonus in 2022 has slightly changed our year-on-year bonus pay gap. 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 men receiving 6.6% more. The mean data shows a switch compared to the previous year which showed women received 22.2% more bonus than men.

The percentage of men and women who receive bonuses

Understanding our bonus percentages

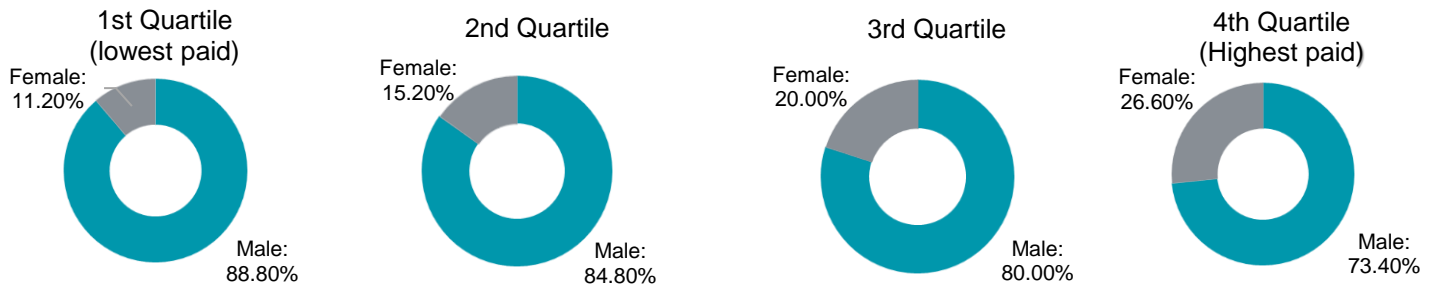
98.7% of our male employees received a bonus in 2022 and 98.8% of our female employees.

This remains a significant difference to the percentage ratio from previous years and is a direct result of the continued disruptions faced by supply shortages within the Automotive Industry.

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 79.49% men versus 20.51% of women. This figure is slightly higher than 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 2021 results

The mean and median pay gap has remained more favourable to women. This is a direct result of the introduction of identical pay tables for our production and logistics workers. This enforces our attitude of embracing equality and diversity within the business, ensuring both men and women are treated equally. To more closely align the pay for both genders identical pay tables will also be created for our salaried workers who support the manufacturing process.

Our mean bonus pay gap results have remained similar compared to last year's results. This is due to the continuation of an 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 a slight increase in female representation in Quartile 1 with our 4th quartile also increasing to 26.6% thus displaying an increase in women in upper 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 data set shows a decrease in female representation in our middle two quartiles, which is disappointing to report. We will continue to increase our community activities in 2023, 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 DRÄXLMAIER UK?

We will continue to promote equality at DRÄXLMAIER 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 DRÄXLMAIER 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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