

UK Gender Pay Gap

Report 2017

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DRÄXLMAIER UK

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; 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 high portion of male employees working on our production and assembly lines. Our 'mid-level' positions which sit predominantly within our central functions, have a higher percentage of females. Whereas our senior level positions are predominantly held by men.

This split of low and high level earnings for male workers, accompanied with more females in 'mid-level' positions, may explain why the average pay for women is higher than men.

The diagram above shows our gender pay gap by comparing the average hourly pay of all women compared to men. The UK's national gender pay gap is 18.1% 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 of which are slightly higher for women than men in DRÄXLMAIER UK.

The percentage of men and women who receive bonuses

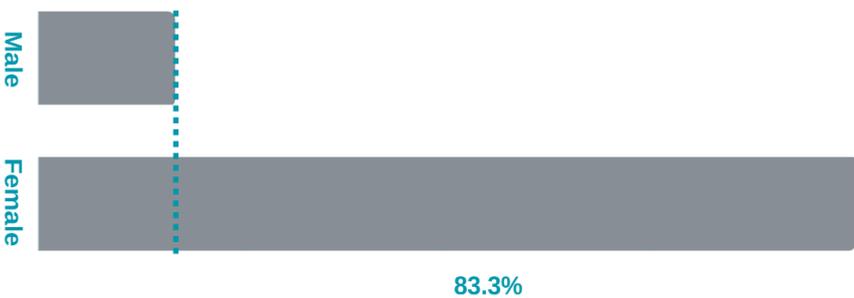
Mean pay gap



Understanding our pay gap

Our bonus scheme is mainly for senior managers, however due to a previous acquisition and TUPE transfer, we have some assembly workers (who are predominantly male) that receive a weekly bonus. This mixed with a smaller pool size of women who receive bonuses may explain the big difference in mean and median bonuses.

Median bonus pay gap



The percentage of men and women who receive bonuses

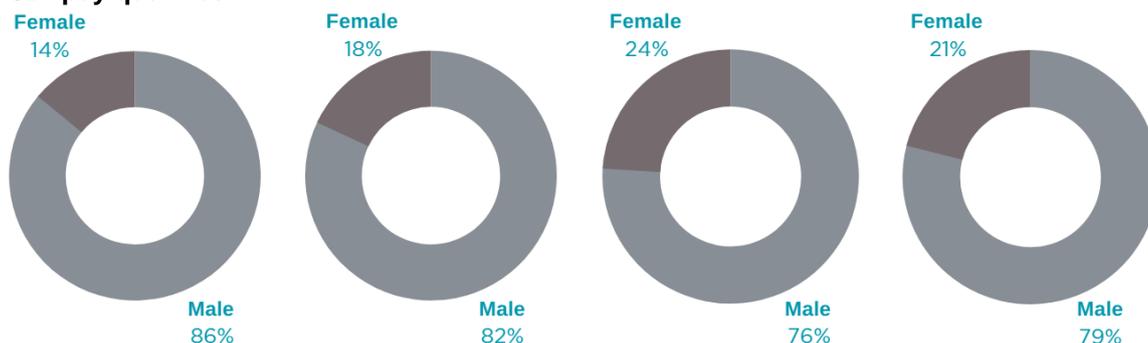
Understanding our bonus percentages

As mentioned above, the difference in the percentage of men and women who receive bonuses can be due to a previous TUPE transfer.

Understanding our bonus percentages

Our results show that there are more males in the lower quartiles, representing many of our hourly paid assembly workers. The upper quartiles show an increase in female representation.

Our pay quartiles



What 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 DRÄXLMAIER. 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.

In 2018, we will be developing a community engagement plan aimed at building long-term relationships with our local communities, including; schools, colleges, universities and charities. Through on-going support from employees at DRÄXLMAIER UK we hope to encourage both young women and men to further their interest in science, technology, engineering and maths (STEM); and promote the automotive industry as an attractive place of work for everyone.

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.

DAU Draexlmaier Automotive UK Limited
Danny Morson Way
Birch Coppice Business Park
Dordon
Tamworth
Staffordshire
B78 1SE