

UK Gender Pay Gap

Report 2023

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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 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.

According to the Office of National Statistics the UK Gender Pay Gap (Median) for full time workers is 7.7%, rising to 14.3% for all workers (Full & Part-time). This means in general across all working groups, Men earn 14.3% more than equivalent Female Workers.

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 slight change compared to our 2022 results which showed men earning 25.3% less than women based on the mean and 16.4% lower based on the median gap. Our current result more closely aligns to our strategy of equal pay for both genders.

Our aim continues 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

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 monthly bonus whereas our bonus structure for mid-senior level employees has remained consistent, with more 'higher' level employees eligible to receive a bonus. However, the mean data set shows that women receive 25% more bonus than men.

With the median showing that women receive 108.4% 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

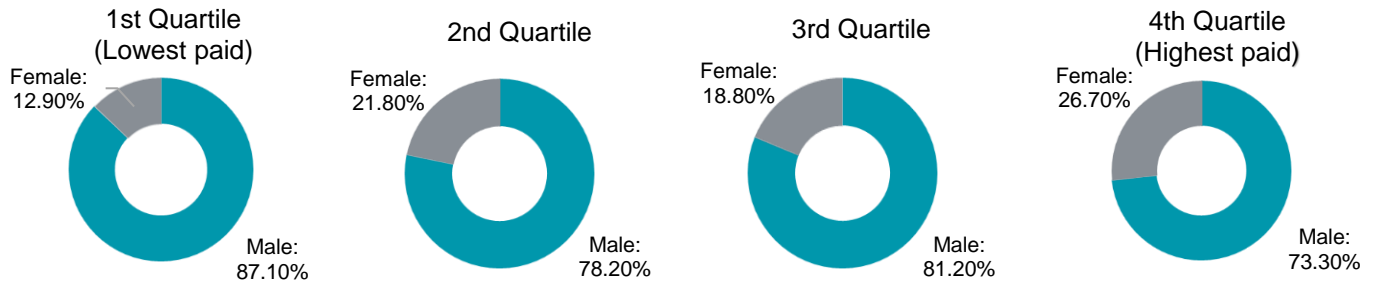
17.5% of our male employees received a bonus in 2023 and 10.6% of our female employees.

This is a significant decrease in comparison to the previous year. In 2022 there was a bonus paid to our employees who continued to suffer disruptions to their working lives and income due to the aftermath of the Covid-19 pandemic, global semiconductor shortages and disruptions within the Automotive supply chains.

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. According to the Automotive Council this figure is slightly higher than the UK Automotive industry average, which shows the percentage of women employed within the Automotive sector is just 12%.

Comparison of 2022 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 we will continue to develop our pay tables for our salaried workers who support the manufacturing process.

Our mean bonus pay gap results have seen a significant change compared to last year's results. This is due to ceasing the extraordinary bonus' paid for business disruption in previous years.

The percentage of women who receive a bonus has remained the same in comparison to 2022 results.

We are encouraged to observe that there has been increases in female representation in Quartile 1 and 2 with our 4th quartile remaining constant at 26.7% thus displaying a stable representation 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 slight decrease in female representation in our third quartile, which is disappointing to report. We will continue to increase our community activities in 2024, 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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