The average value of combined numbers

The middle value in a list of numbers

The gender pay gap

The mean gender pay gap for MAHLE Engine Systems is -3.65%.

The median gender pay gap for MAHLE Engine Systems is -4.86%.

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 2017.

Pay Quartiles

A. Includes all employees whose standard hourly rate places them at or below the lower quartile.
B. Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C. Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D. Includes all employees whose standard hourly rate places them above the upper quartile.

The gender bonus gap

The mean gender bonus gap for MAHLE Engine Systems is -43.52%.

The median gender bonus gap for MAHLE Engine Systems is -56.76%.

Our commitments to reducing the gender pay gap

MAHLE has generous policies on Maternity, Paternity and Shared Parental Leave which go beyond the statutory minimum requirements. A number of our UK sites also enjoy the benefit of Flexi-Time.

Our Flexible Working Policy makes it clear to all employees 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.

MAHLE prides itself on its range of family friendly policies, and regularly reviews them to ensure they remain current and competitive.