We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We can use these results to assess:
- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The mean gender pay gap for MAHLE Powertrain is 3.23%.

The median gender pay gap for MAHLE Powertrain is 11.69%.

The mean gender bonus gap for MAHLE Powertrain is 25.45%.

The median gender bonus gap for MAHLE Powertrain is 6.86%.

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.

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 in all areas and levels of the company that requests for flexible working will be considered regardless of their role and seniority, and that flexible working need not be limited to part-time working.

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

What is MAHLE UK doing to address its gender pay gap?

www.mahle.co.uk