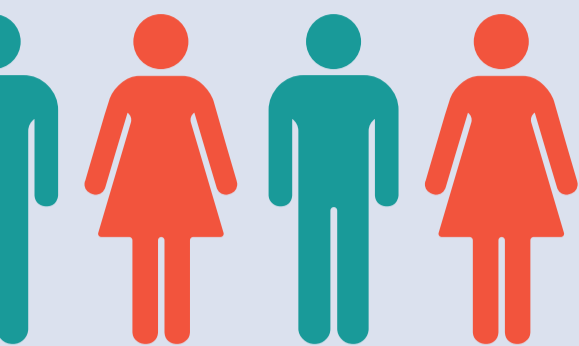




GENDER PAY GAP

ENGINE SYSTEMS



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

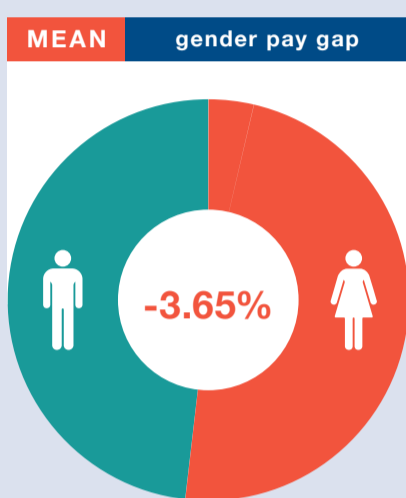
This involves carrying out six calculations that show the difference between the average earnings of men and women in our company; it will not involve publishing individual employee data.

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.

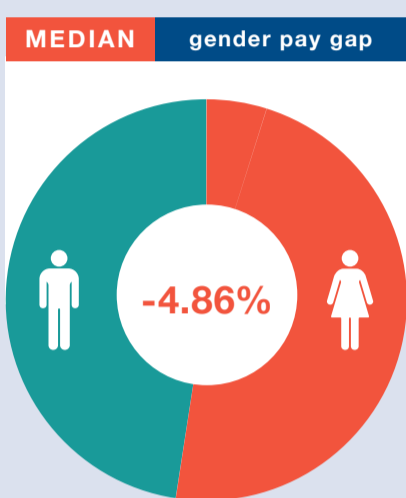
We can use these results to assess:

- ✓ 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.

MAHLE Engine Systems Summary Results



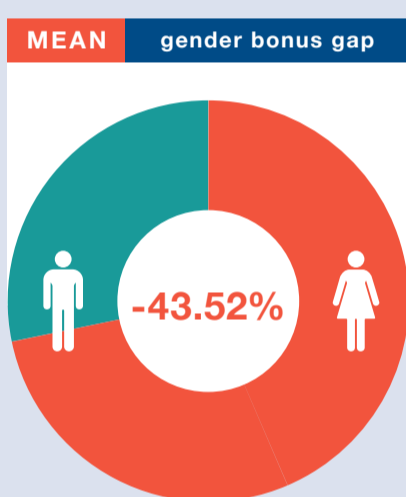
The average value of combined numbers



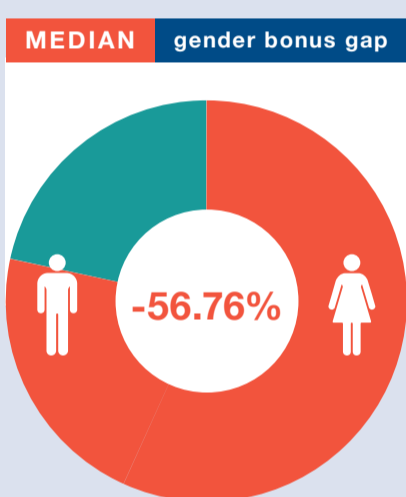
The middle value in a list of numbers

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%.



The average value of combined numbers



The middle value in a list of numbers

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%.

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

% Pay Quartile Distribution



Our commitments to reducing the gender pay gap

What is MAHLE UK doing to address its 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 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 these to ensure they remain current and competitive.