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 will publish the results on our UK intranet site. We will do this within one calendar year of April 5th, each and every year.

We can use the results of our calculations to assess:

- The levels of gender equality in our workforce.
- The balance of male and female employees at different levels.
- How effectively talent is being maximised and rewarded.

Summary Results

<table>
<thead>
<tr>
<th>Measure</th>
<th>Median</th>
<th>Mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonus Gap</td>
<td>18.99%</td>
<td>19.61%</td>
</tr>
<tr>
<td>Pay Gap</td>
<td>23.83%</td>
<td>22.45%</td>
</tr>
</tbody>
</table>

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage against men’s earnings. For example, women earn 15% less than men.

Pay Quartiles

- Includes all employees whose standard hourly rate places them at or below the lower quartile
- Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
- Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
- Includes all employees whose standard hourly rate places them above the upper quartile

Our Commitments

MAHLE has a strong commitment to diversity and inclusion, both in the UK and globally across the MAHLE group.

MAHLE has pledged its support to the Working Forward campaign, which is run by the Equality of Human Rights Commission. Employers pledge their continuous commitment to make their workplaces inclusive for everyone regardless of background.

What is MAHLE UK doing to address its Gender Pay Gap?

- MAHLE UK has a strong commitment to diversity and inclusion, both in the UK and globally across the MAHLE group.
- MAHLE UK has pledged its support to the Working Forward campaign, which is run by the Equality of Human Rights Commission. Employers pledge their continuous commitment to make their workplaces inclusive for everyone regardless of background.

We are diverse in the way that we recruit, offering opportunities for flexible working and using gender neutral language in all of our job adverts.