

GENDER PAY GAP 2021

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PAY DATA

DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 20.2% lower than men's	Women's median hourly rate is 6.3% higher than men's

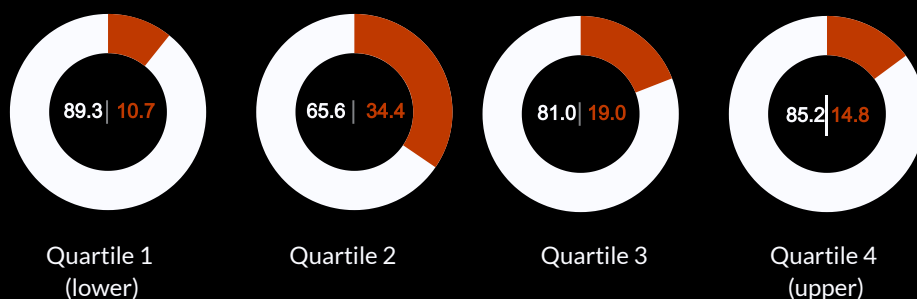
In other words, when comparing mean hourly rates, women earn **79.8p** for every **£1** men earn

In other words, when comparing median hourly rates, women earn **106.3p** for every **£1** men earn

PAY QUARTILES



The image across shows the gender distribution at Mercedes-Benz South West when colleagues are placed into four equally sized quartiles based on pay



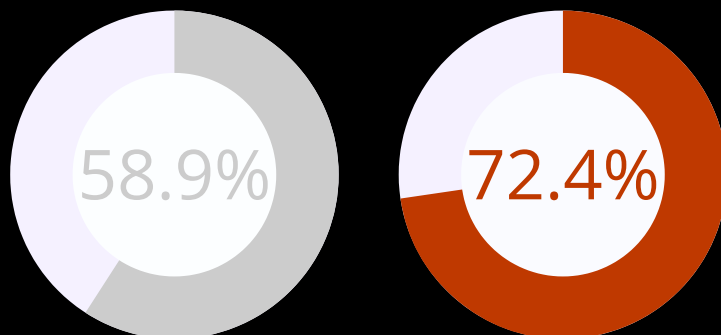
BONUS DATA

BONUS PAY GAP

PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



MEAN	MEDIAN
Women's mean bonus pay is 66.1% lower than men's	Women's median bonus pay is 38.5% lower than men's



A message from Richard Syree, Head of Human Resources

Gender Pay Gap – Mercedes-Benz South West Published April, 2022

At Mercedes-Benz South West, we are passionate about creating a diverse and inclusive place to work, with a commitment to equality and fairness at the heart of our values and everyday practices and policies. We aim to recruit, nurture and retain a diverse workforce that reflect the diversity of our customer base.

As part of this, we are committed to creating a gender-balanced work force, ensuring that women have the same opportunity within the business to achieve strong career progression as men, which includes pay.

Our gender pay data for 2020 was significantly impacted by the COVID-19 pandemic as at the time of the snapshot data (5th April 2020), 75% of the workforce were furloughed. Comparing our 2021 report with 2020 does therefore not give a true representation of the progress that we have made.

We do still have a greater number of men than women in roles that carry a higher proportion of performance related variable pay. However, we have made significant gains in the number of women into these types of roles with our representation of women in our upper middle quartile increasing from 2.5% to 34.4%.

Across our wider workforce, we continue to have a consistent approach to bonus earnings, with men and women having equal opportunities for roles involving performance related variable pay. Our gender pay report continues to show that a higher proportion of female employees earn a bonus, 72.4% than males at 58.9%.

Focus on closing the gap

We consider ourselves to be a business where everyone can progress in their careers and achieve their full potential and are committed to supporting people to do so. Our recruitment methods ensure that our vacancies are accessible to everyone and comply with the Equality Act 2010. We continue with our commitment to attracting female candidates into what have historically been male dominated positions, with a focus on our apprenticeship programme along with an internal Future Management Programme for aspiring individuals. We have experienced a number of internal promotions to middle management positions, which is a testament to our commitment to striving for a gender-balanced workforce.

Monitoring our performance

We will continue to monitor and analyse our gender pay gap so that we can create specific actions to reduce it. Our gender pay gap performance will continue to be reported to the Board on a regular basis.

Richard Syree

Richard Syree | Head of HR | Mercedes-Benz South West

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Mercedes-Benz South West is required to carry out Gender Pay Gap Reporting