

# GENDER PAY GAP REPORT 2023.

A BMW GROUP COMPANY.

**BMW  
GROUP**

United Kingdom



# INTRODUCTION.

Diversity is the engine of our success – today and in the future – because a diverse workforce is an important force for innovation. The BMW Group believes that diversity is crucial to our ability to perform effectively and will ensure the long-term success of our Company.

The full Board of Management of the BMW Group established a commitment to diversity as part of the Company's human resources and sustainability strategy. In 2011, the BMW Group signed up to the Diversity Charter in Germany and committed itself to creating a working environment free of prejudices. In the UK, BMW (UK) Limited are proud to have cultured an environment that promotes tolerance, mutual respect, equality of opportunity and celebrates diversity.

In this report, we provide our gender pay gap information, identify the reasons behind the gap and our plans to help close it. We continue to support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



A handwritten signature in black ink, appearing to read 'D. George'.

David George  
Chief Executive Officer



# OUR MEASUREMENT.

At the time of the reporting period, BMW (UK) Limited employed 436 people across its two sites in Farnborough and Thorne. On the snapshot date, there were a higher proportion of male employees (61%) than female employees (39%). The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap. The figures reported are based on calculations set out in the Regulations and must be reported every year.

The gender pay gap does not measure equal pay, which relates to what women and men are paid for performing equal work. The principle of equal pay is enshrined in law and we are committed to ensuring ongoing compliance with our equal pay obligations.

## DEFINITIONS

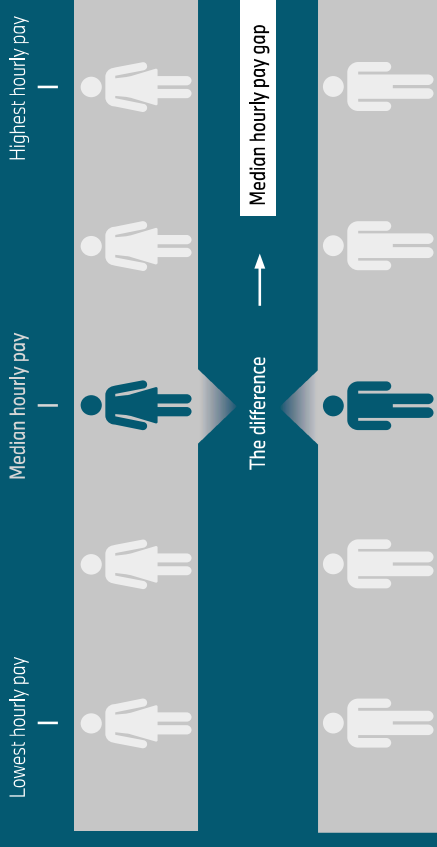
### THE PRINCIPLE OF EQUAL PAYS:

The right for men and women to receive equal pay for equal work.

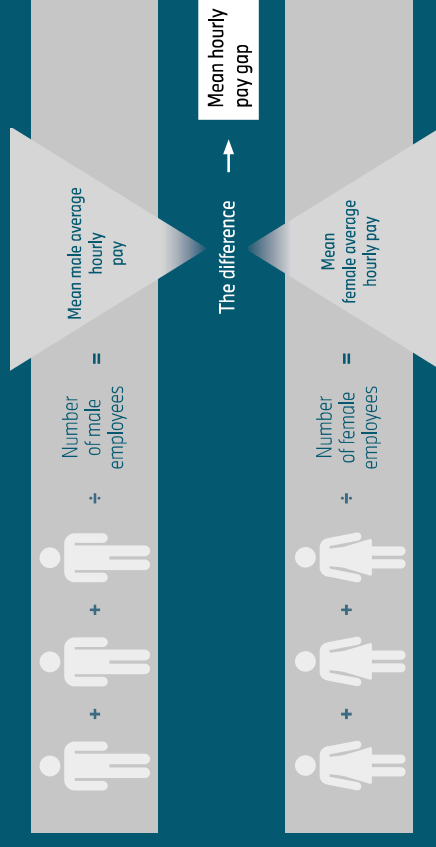
### THE GENDER PAY GAP IS:

The difference in the average pay and bonuses of all men and women across an organisation, irrespective of their role or level.

How we calculate the gender pay gap median difference.



How we calculate the gender pay gap mean difference.





# OUR FINDINGS.

BMW (UK) Limited's gender pay gap is strongly influenced by the fact that a high proportion of the executive board and senior leadership population are male. Their higher salaries relative to the number of women at lower levels of the organisation increase the male average overall.

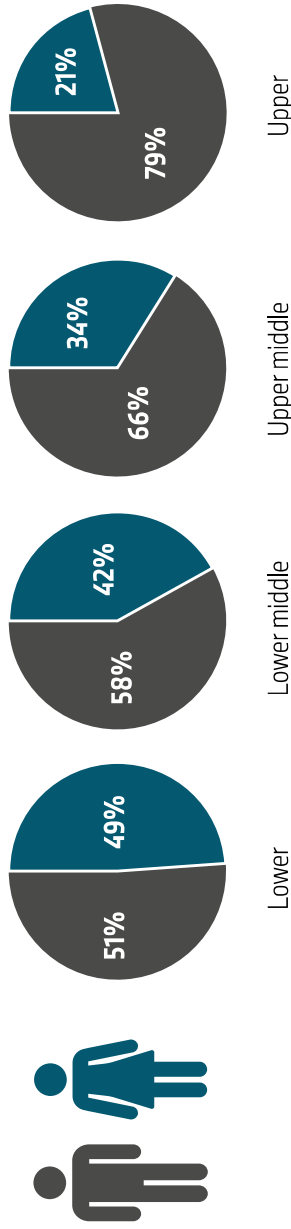
The bonus pay gap has been impacted by the historical structure of our bonus arrangements, where bonus potential has historically been set as a percentage of salary, which increased with grade. The higher number of men in the higher grades and therefore earning higher bonus values, had a significant effect on our bonus pay gap. We made a change to this during 2021 and have started to see some positive impact, most noticeably with the median bonus gap. We would expect to see the impact of this change continue in the coming years.

BMW (UK) Limited is an equal pay employer focused on supporting every employee to reach their full potential. We are confident that men and women are paid equally for doing equivalent jobs throughout our business.

The Gender Pay Gap data for BMW (UK) Limited 2022/23 is as follows:

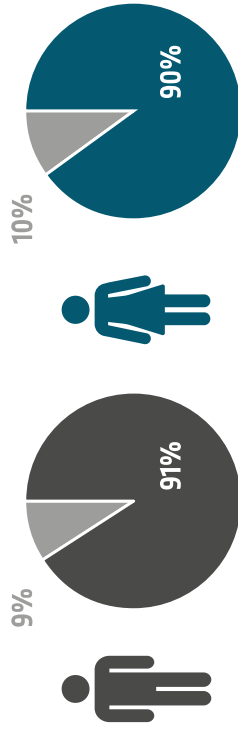
## SALARY QUANTILES.

The proportion of males/females in each quartile pay band is as follows:



Proportion of employees who received a bonus:

MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (Average)	MEDIAN (Middle)
Gender Pay Gap	17.8%	15.1%
Gender Bonus Gap	43.0%	21.3%



• Received bonus

• Did not receive bonus

The Company offers bonus programmes for employees on all levels, which accounts for the high inclusion rate. Eligibility per year is dependent on joining or transfer date.

# CLOSING THE GAP.

We are committed to delivering existing and new initiatives to improve our ability to attract, engage and develop women and to achieve a gender balance at all levels of our business. We are confident that achieving this balance will reduce our gender pay gap. We have changed our bonus structure, moving away from the Percentage of Base Pay approach to a new Equal Value Bonus approach for all employees.

As part of our wider Responsibility Programme, our strong Diversity, Equity and Inclusion strategy continues to support individual managers and departments in making increased diversity a priority across our Group of companies.

Network Groups are well-established and run by our employees to raise awareness and implement change, covering areas such as; LGBTQ+, Disability and Mental Health. More recently we identified the need for a new group specifically targeting gender diversity in the workplace which launched in early 2022. This group champions issues affecting all genders and has set up a task force specifically to address the gender pay gap and any issues affecting women's career progression within the organisation. This has been welcomed by our board who are very supportive to the initiatives being planned. These include sponsorship of the Women in Automotive network, an international platform dedicated to supporting and empowering women and their allies in the automotive industry. Based on the success from last year, we are once again continuing our sponsorship for 2024. We are also committed to improving support for parents returning to work after parental leave, making this easier for people to balance home and work lives. During 2023 sessions were run to promote flexible working opportunities and specifically targeting fathers, ensuring they are aware of working patterns available to support parents, and enabling more sharing of childcare.

Prior to the pandemic, many employees based at our Farnborough headquarters had benefitted from a flexible working environment, so we were in a strong position to be able to quickly adapt when faced with the challenges brought on by Covid-19. Employees were able to work from home in most cases, which not only kept them safe but enabled a better work-life balance and allowed employees greater flexibility in managing their time and commitments, particularly for those with carer or parental responsibilities. This has become a permanent change, and our Blended Working principles, give all our employees the flexibility to work where they are most impactful.



# CLOSING THE GAP (CONT.)

We have continued our investment in our People Leaders throughout 2023, specifically around Mental Health and Well-being. Over the last year, we've focused on reducing the risk of bias, and raising awareness and understanding of employment law, handling challenging conversations in the workplace and how to avoid discrimination. We've provided bespoke training for leaders run by our own in-house teams. We are also providing further management training, specifically for new managers, and additional Global Leadership programmes. We are proud to be recognised as a Disability Confident Employer, to allow us to take action to improve how we recruit, retain and develop people with disabilities. This has been assisted by a full review of our recruitment processes to ensure that they are both accessible and inclusive for all.

"Since my first role as an intern in MINI 9 years ago, I have really enjoyed being able to grow my knowledge and gain experience across a number of roles across the business. I also proudly chair an employee network group focussed on Mental Health, something I'm very grateful to be empowered to do outside of my day-to-day role. There is always more we can do to improve and I thrive within this cultural mindset we embrace at BMW UK. I hope that I can inspire and support young talent in the same way I have been throughout my career so far."

Evie Johnson  
Retailer Communications Manager





# CLOSING THE GAP (CONT.)

## DIVERSITY, EQUITY & INCLUSION NETWORK GROUPS

Over the last year our core Diversity and Inclusion Network Groups: PRIDE (LGBTQ+), Embrace (Culture, ethnicity and faith), Ability & Beyond (Visible and non-visible disabilities), Minds Matter (Mental and emotional wellbeing), ConnectONE (all demographic networking and mentoring) and Unity (gender equality) have continued to grow and work tirelessly to promote a culture that is diverse, equitable and inclusive. One of the many successes over the last year included the signs to accompany our newly refreshed zebra crossings on campus in the colours of the Pride rainbow flag. It's a reminder to all visitors to our Campus, of our support of not just our LGBTQ+ community, but our unwavering commitment to a diverse and inclusive workplace.

We have run a series of guest speakers throughout 2023, including Frank Bruno discussing his challenges with his mental health, Lord Chris Holmes speaking on living with a disability and Jason Robinson who spoke about being the first black English Rugby Captain to name a few.

We are proud to partner with Leonard Cheshire's Change 100 programme to offer internships to disabled students to increase their opportunity for work, and our understanding of what it means to have a truly inclusive workplace.

We've continued our membership with the Employers Network for Equality and Inclusion (ENEI), taking part in TIDE (Talent Inclusion Diversity Evaluation). Due to the incredible efforts of our DE&I Network Groups, sponsors and stakeholders, we were delighted to improve our standing once again in 2023, moving to the Silver Standard for the first time. We will continue to benchmark ourselves externally to help drive our strategy.

During 2023, Embrace piloted a mentoring scheme with a local school with a goal to remind students that opportunities are open to all, it's been a huge success – receiving positive feedback from both students and mentors on its positive impact. This programme will grow into 2024, reaching more people than ever before.



We continue to measure our success using recognised external benchmarks and during 2023 we were very excited to sign the Race@Work charter. We have also completed our first submission to the Stonewall index and excitedly await feedback.

During 2024 our focus is on understanding our workforce better and we will be launching a voluntary campaign to collect diversity data for our employees. This will allow us to make more targeted decisions and focus our longer-term strategy.

