

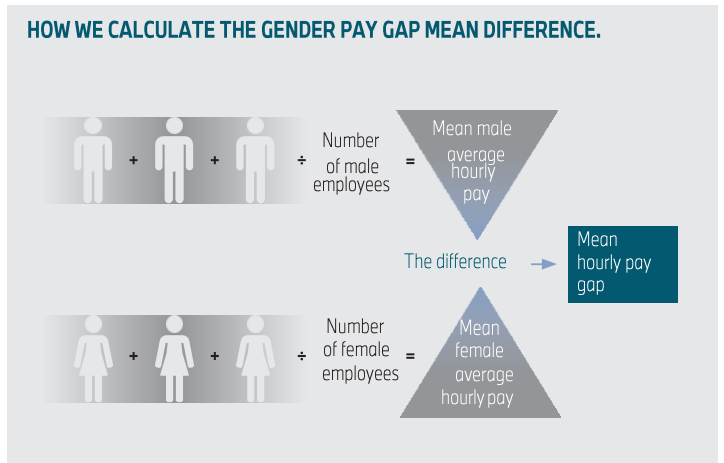
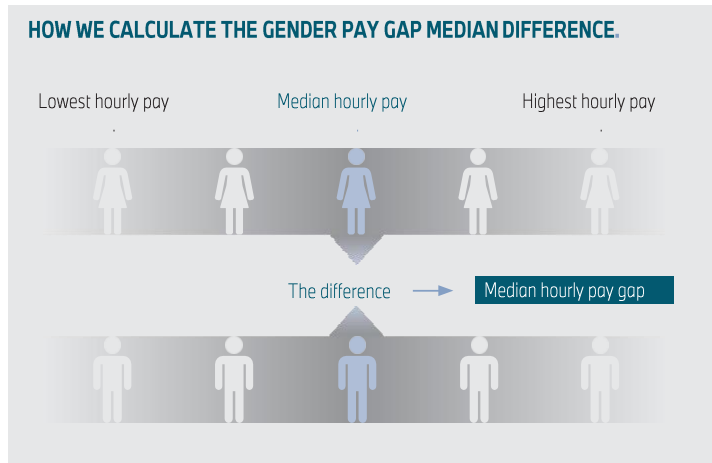
# BMW (UK) MANUFACTURING LTD. 2023 GENDER PAY GAP REPORT

Plant Oxford is the heart of MINI. It's where all the parts are assembled and come together to make road ready MINI models. At the time of the 2023 reporting period BMW (UK) Manufacturing Ltd employed 2,505 associates.

## WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference between the average pay and bonuses of all men and women across an organisation.

The Gender Pay Gap does not measure equal pay, which relates to what women and men are paid for performing equal work.

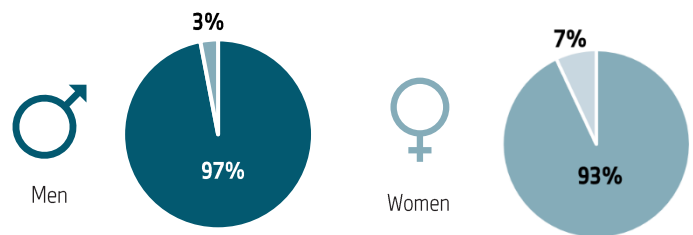


## OUR RESULTS.

The Gender Pay Gap data for Plant Oxford on 5 April 2023 is as follows:

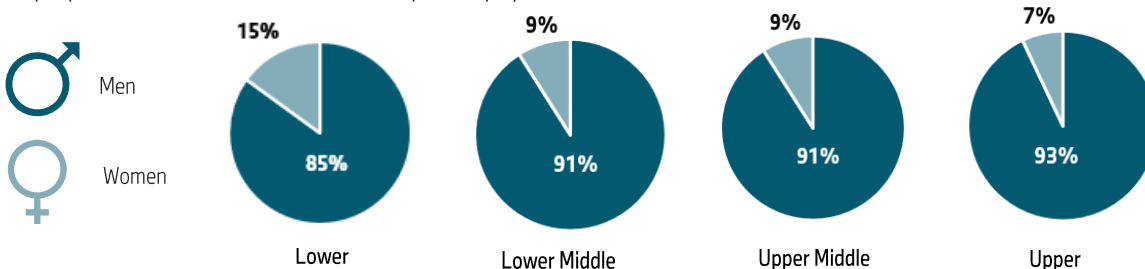
MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	7.5%	2.9%
Gender Bonus Gap	13.7%	1.0%

### PROPORTION OF ASSOCIATES WHO RECEIVED A BONUS:



### SALARY QUANTILES

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





**UNDERSTANDING THE GAP.**

As is typical of many manufacturing companies, our workforce is comprised of considerably more men than women. At Plant Oxford our associates are 90.2% male and 9.8% are female.

The main factors which drive our Gender Pay Gap results continue to be:

**Working patterns.** There is a higher proportion of men working in production and engineering roles who operate on shift patterns which attract a shift premium payment.

**Women in Senior Leadership Roles.** We currently have very few women in senior leadership roles at Plant Oxford.

**Part time roles.** There is a higher proportion of women than men who work part time. Whilst this has no impact upon a women's hourly basic pay, it does impact other elements of total remuneration, including bonus payments.

**CLOSING THE GAP.**

▪ **Consistent Approach to Reward Topics**

We ensure that there is a consistency in the approach to reward topics between men and women, which includes 'spot' pay rates in non-management roles and a structured approach to pay and bonus determination for management associates.

▪ **Diverse Workforce**

As a Plant we understand the real benefits of a diverse workforce and are committed to:

✓ **Encouraging women into our workforce**

We focus on our Future Talent programmes as a key area to address the current gender imbalance in our workforce.

✓ **Raising the profile of women at the Plant**

By raising the profile of our female associates through annual events such as International Women's Day and our internal BMW Diversity week we aim to encourage and engage our women at the Plant and celebrate the impact and contribution they make to our business.

✓ **Removing any barriers to development**

We regularly review our policies and processes to ensure that we are removing any barriers for women to fulfil their potential at the Plant. We offer flexible working opportunities and ensure robust succession planning activities are undertaken to maximise opportunities.

We continue to focus on building a diverse and inclusive work environment, but we are realistic that meaningful change will take time and a number of internal and external factors may impact our ongoing progress.

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We support the UK government's drive for companies to be more transparent on gender pay issues and confirm that the data is accurate and in line with The Equality Act (Gender Pay Gap Information) Regulations 2017.

**Markus Grüneis**  
Plant Director

**Robert Shankly**  
HR Director