



BMW (UK) MANUFACTURING LTD.
MINI PLANT OXFORD – GENDER PAY GAP REPORT 2017.



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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 is convinced 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 back in 2010. In 2011, the BMW Group signed up to the Diversity Charter in Germany and committed itself to create a working environment free of prejudices.

At MINI Plant Oxford, we are working hard on a corporate culture that promotes tolerance, mutual respect and equality of opportunity.

In this report, we provide our gender pay gap information, identify the reasons behind the gap and our plans to help close it.

We 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.



Frank Bachmann
Plant Director



Robert Shankly
Human Resources Director

OUR MEASUREMENT.

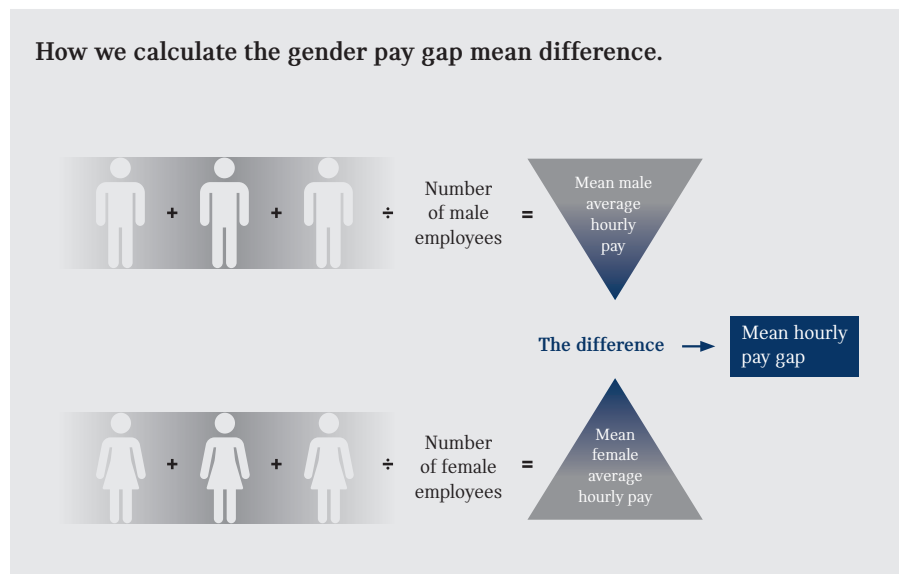
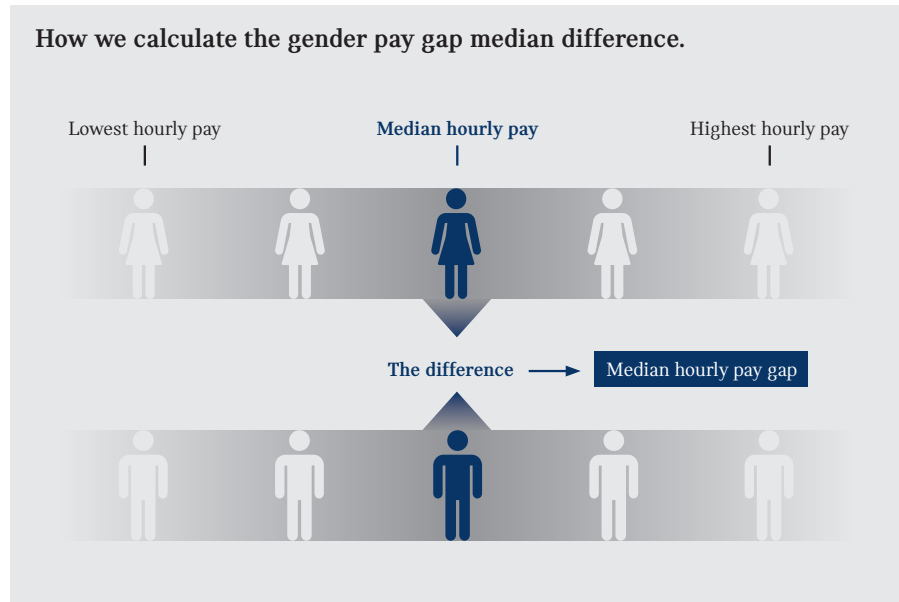
At the time of the reporting period, BMW (UK) Manufacturing Ltd employed 3071 people at its site in Oxford.

The Gender Pay Gap Reporting Regulations requires 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 PAY IS:

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 in the organisation.

OUR FINDINGS.

As is typical of many manufacturing companies, our workforce is comprised of considerably more men than women overall. BMW (UK) Manufacturing Ltd 92% of our employees are male and 8% female.

Analysis of our gender pay and bonus gaps shows that the gap is largely driven by the fact that there is a higher proportion of women in part time roles, a higher proportion of men earning a shift premium as more women tend to be based in support functions rather than production areas working shifts and fewer women currently occupying senior leadership roles.

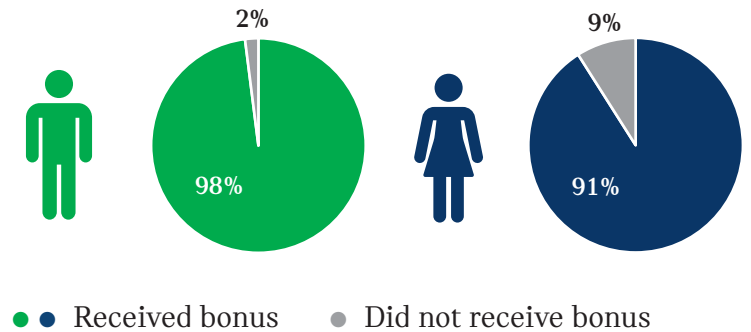
We have a number of ways in which we promote consistency in reward between men and women. This includes spot rates in non-management roles and a structured approach to pay and bonus determination for management associates.

BMW (UK) Manufacturing Ltd 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) Manufacturing Ltd in 2016/17 is as follows:

MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	8.3%	4.0%
Gender Bonus Gap	13.8%	9.2%

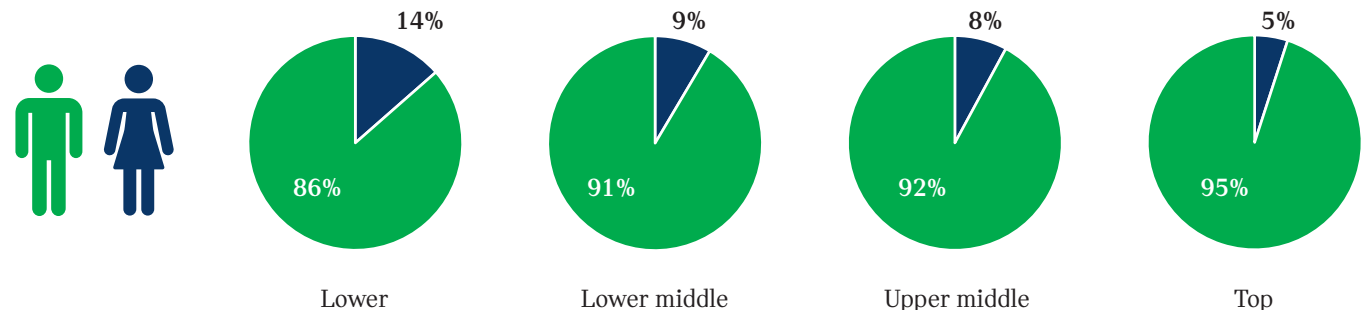
Proportion of employees who received a bonus:



The Company offers bonus programmes for all levels of employees which accounts for high inclusion rate.

Salary Quartiles.

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



CLOSING THE GAP.

We are committed to delivering existing and new initiatives to improve our ability to attract, engage and develop women.

ENCOURAGING WOMEN INTO STEM CAREERS.

Girls Go Technical.

We currently run an annual Girls Go Technical programme across our three manufacturing sites in the UK. The programme is aimed at girls between the ages of 15-24 who are considering a technical apprenticeship within the manufacturing industry. It provides an awareness of our manufacturing and engineering processes and an insight into the range of careers available.



In 2018 we continue to investigate additional ways to promote STEM (science, technical, engineering and maths) subjects to women and on changing perceptions of working in manufacturing and the automotive industry.

Training.

As part of our commitment to valuing diversity, both our induction and leadership training programmes contain key information that ensures employees and managers understand the importance of an inclusive environment. In addition;

- Our On-line Diversity training for Managers was implemented in 2016, with a re-launch scheduled for early 2018. This training is designed to raise awareness of diversity and inclusion and promote behaviours that encourage a more cohesive and collaborative work environment.
- In 2017 we launched 'A Guide for Hiring Managers' to highlight the role of unconscious bias during the recruitment and selection process.



"I've become very interested in playing my part in helping to encourage and inspire other young women to consider careers in this industry. There aren't enough of us at present, but in time and with schemes like Great British Women, I think attitudes will change and we'll see more females progressing to senior level roles."

Helen Evans
Engineering Technician

Rising Stars.

We are proud that women at our Plant have been recognised for their excellent contribution to our industry. Five women at MINI Plant Oxford have been named among the top 100 female 'Rising Stars' of the UK automotive industry in 2017 as part of Autocar magazine's 'Great British Women in the Car Industry' initiative.

Development & Talent Management.

We recognise that fewer women currently occupy senior leadership roles and we need sustained focus on investing more in supporting and progressing our talented women. The Company is utilising the BMW Global Leader Development Programme (GLDP) which focuses on future leaders, and internal succession planning process to place a key focus on the development of women in our organisation and enhance our talent pipelines.

In 2018 we will be introducing a 'STEP UP' process which aims to inspire and encourage all associates, and specifically talented people from under-represented groups, to put themselves forward to become the next leaders of our organisation.

