

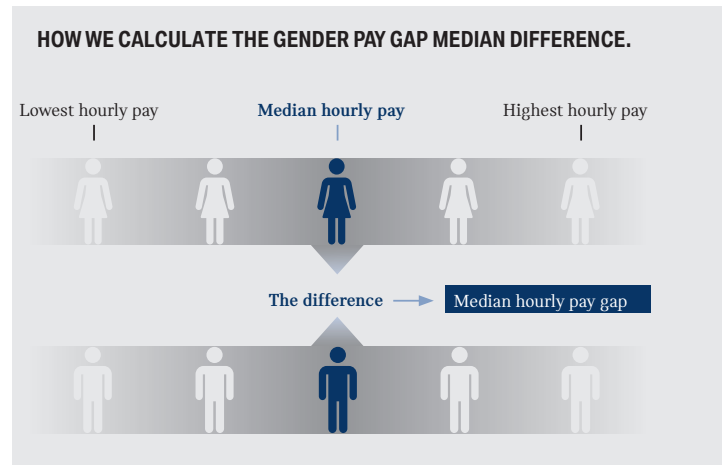
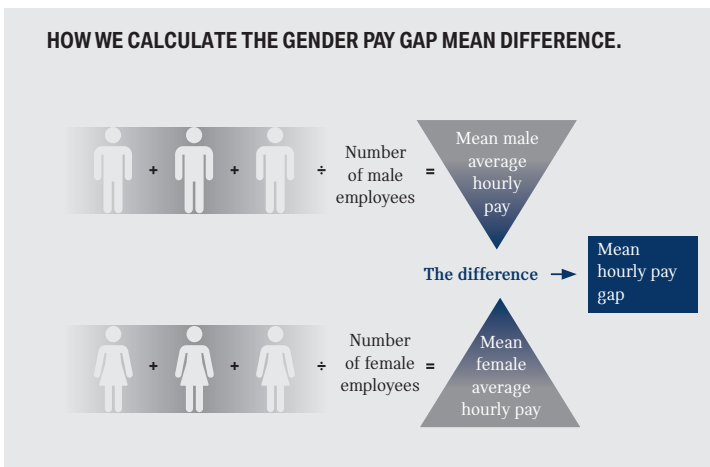
BMW (UK) MANUFACTURING LTD. 2020 GENDER PAY GAP REPORT

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 2020 reporting period, BMW (UK) Manufacturing Ltd employed 3,031 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.

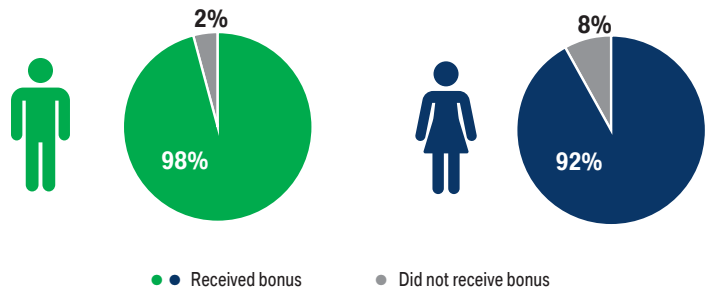


OUR RESULTS.

The Gender Pay Gap data for Plant Oxford on 5 April 2020 is as follows;

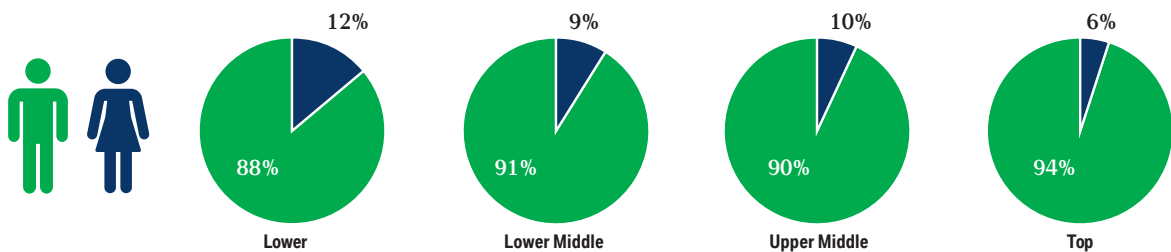
MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (Average)	MEDIAN (Middle)
Gender Pay Gap	5.6%	0.2%
Gender Bonus Gap	3.9%	1.2%

PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS:



SALARY QUANTILES.

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



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UNDERSTANDING THE GAP.

As is typical of many manufacturing companies, our workforce is comprised of considerable more men than women. At Plant Oxford 90% of our employees are male and 10% are female. As outlined in previous years, we have identified the three key areas which impact are Gender Pay results;

- 1. 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.
- 2. Women in Senior Leadership Roles.** We currently have relatively few women in leadership roles at Plant Oxford.
- 3. 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.

2017 – 2020

Since we have started reporting our Gender Pay results, we have gained a clear understanding of the reasons behind our our annual results and any fluctuations seen in our year on year results.

As a business we continue to be vulnerable to any changes in our small female population and any internal movements around our UK and global network. We also understand that our calculations will be impacted by the timings of any changes to our reward packages and by exceptional events such as extended shutdowns.

However, we are confident that our increased focus on Diversity and Inclusion topics over recent years will help to ensure that all our associates have the opportunity to fulfill their potential.

CLOSING THE GAP.

At Plant Oxford we see people as the most important part of our business and across the BMW Group we recognise that Diversity and Inclusion is a key factor to success.

Despite the challenges of the COVID pandemic in 2020 we have have done a great deal of work to continue to raise the profile of Diversity and Inclusion at Plant Oxford and through our work with the ENEI (Employers Network for Equality & Inclusion) and their TIDE assessment (Talent Inclusion & Diversity Evaluation) we now better understand what we do well and what areas we could make a bigger impact.

As part of our wider Diversity & Inclusion strategy we continue to focus on improving our ability to attract, engage and develop women. Measures include flexible working opportunities and where possible operating a a shift buddy system, together with celebrating and raising the profile of our female associates through events such as International Women's Day and our internal BMW Diversity week.

Our key efforts remain in the area of **Future Talent** where we have clear aims to increase diversity within our apprenticeship, internships and graduate schemes. We continue to run our successful 'Girls Go Technical' programme, which is aimed at girls between the ages of 15 - 24 who are considering a technical apprenticeship within the manufacturing industry.

We recognise and understand that we are on a journey and meaningful change will take time but we continue to be on the right road.

We continue to 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 2010 (Gender Pay Gap Information) Regulations 2017.



Peter Weber
Plant Director



Robert Shankly
Human Resources Director