

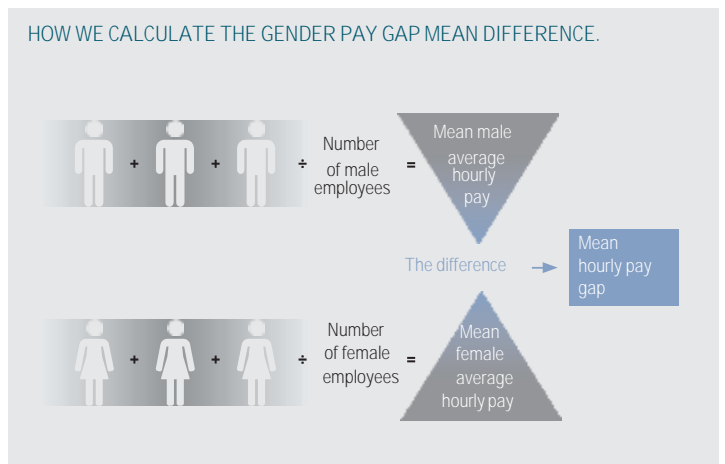
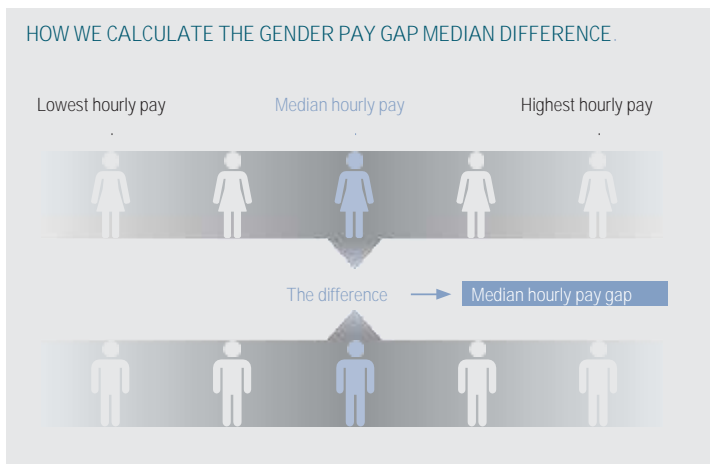
# BMW (UK) MANUFACTURING LTD. 2021 GENDER PAY GAP REPORT

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 2021 reporting period, BMW (UK) Manufacturing Ltd employed 2750 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.

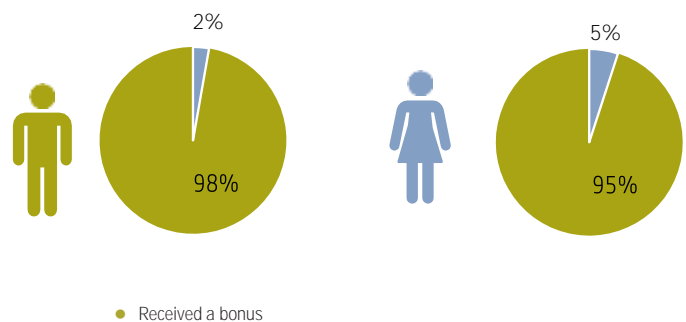


## OUR RESULTS.

The Gender Pay Gap Data for Plant Oxford on 5 April 2021 is as follows:

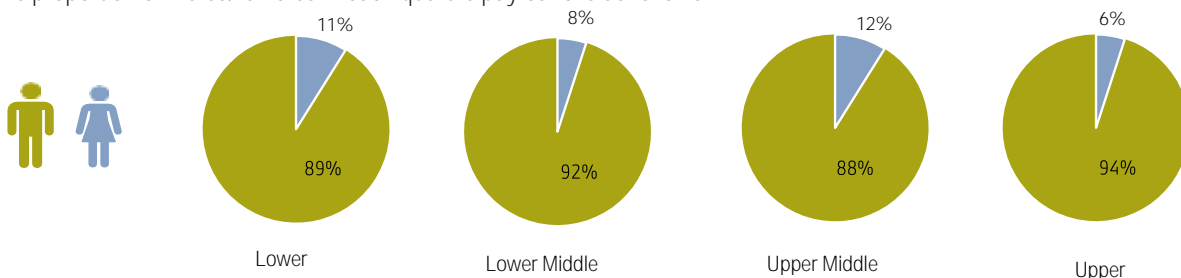
MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	4.8%	0.1%
Gender Bonus Gap	1.0%	0.5%

PROPORTION OF ASSOCIATES WHO RECEIVED A BONUS:



## SALARY QUANTILES

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



# BMW UK MANUFACTURING LTD.

## 2021 GENDER PAY REPORT

### 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 91% male and 9% are female.

There are several factors which drive our Gender Pay Gap results, however we have identified three key areas;

**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 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.

We have several ways in which we promote consistency in Reward between men and women. These include spot rates in non-management roles and a structured approach to pay and bonus determination for management associates.

### CLOSING THE GAP.

We remain committed to encouraging women into our workforce, ensuring there are no barriers to development or females reaching their potential. Measures include flexible working opportunities and celebrating and raising the profile of our female associates through annual events such as International Women's Day and our internal BMW Diversity week.

Our Future Talent programmes are vital to the future of our Company, and we are making good progress in attracting and recruiting female applicants. These developments will however take time to make a significant impact in our overall results.

### TOGETHER

BMW Group strives to embrace diversity & foster inclusivity and despite the ongoing challenges of the COVID pandemic in 2021 we successfully launched 'Together'.

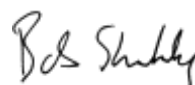
Strength, creativity, and inspiration flourish when different individuals work TOGETHER, and we hope the campaign will support our drive for progress.

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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.



Markus Grüneisl  
Plant Director



Robert Shankly  
HR Director