

BMW (UK) LIMITED



The Ultimate
Driving Machine

GENDER PAY GAP REPORT 2018.

A BMW GROUP COMPANY.

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 create a working environment free of prejudices.

BMW (UK) Ltd, 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 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 blue ink signature of Graeme Grieve.

Graeme Grieve
CEO



A blue ink signature of Helen Ward.

Helen Ward
General Manager,
Human Resources



OUR MEASUREMENT.

At the time of the reporting period, BMW (UK) Limited employed 424 people across two sites in Farnborough and Thorne.

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

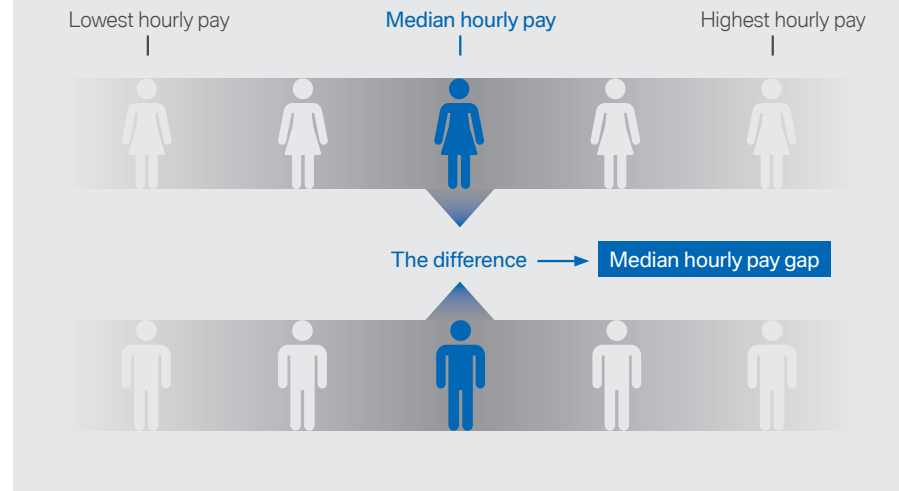
THE PRINCIPLE OF EQUAL PAY IS:

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

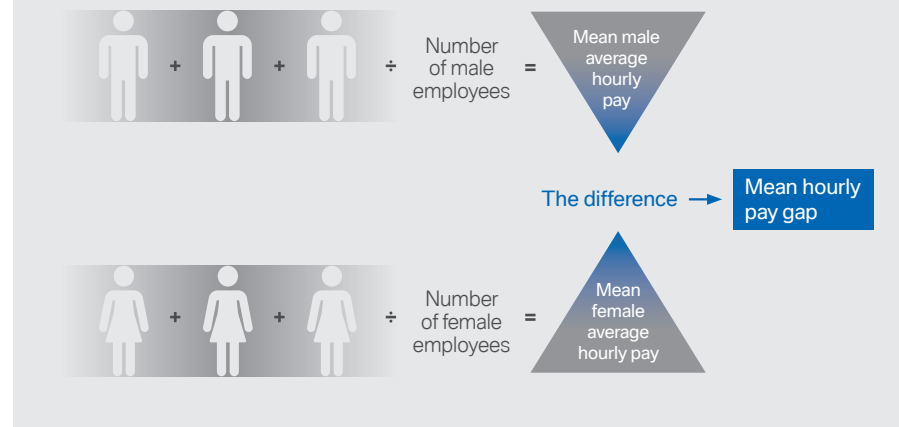
THE GENDER PAY GAP IS:

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.

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 larger number of women at lower levels of the organisation increase the male average overall.

In 2017/18, we recruited more women than men into our workforce. This intake was primarily in lower level roles, causing a slight increase in our gender pay gap vs 2016/17.

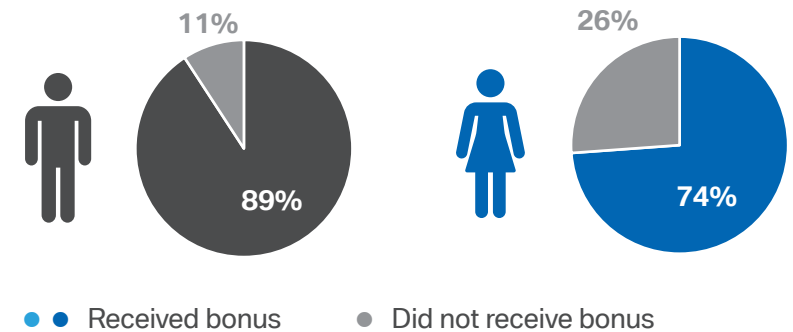
The bonus pay gap relates to the structure of our bonus arrangements, where bonus potential is set as a percentage of salary, which increases with grade. The higher number of men in the higher grades and therefore earning higher bonus values, has a significant effect on our bonus pay gap.

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 in 2017/18 is as follows:

MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	21.2%	17.0%
Gender Bonus Gap	45.4%	48.8%

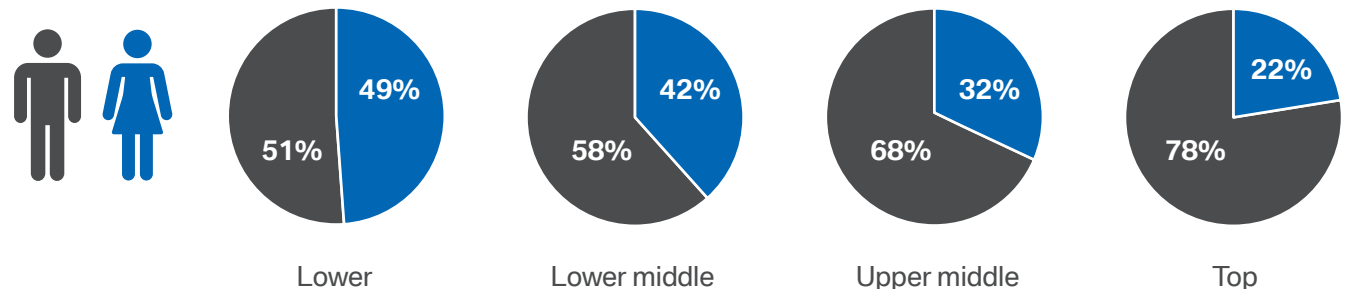
Proportion of employees who received a bonus:



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

SALARY QUANTILES.

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 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. In addition, our Executive Board have committed to a number of objectives aimed at increasing the number of women in senior roles.

A cross-company diversity group has been established to plan and steer interventions and support individual managers and departments in making increased diversity a priority across our group of companies. Network groups have been set-up by our employees to raise awareness and implement change, covering areas like LGBT, Working Parents and Mental Health.

Many employees based at our Farnborough headquarters benefit from a flexible working environment which enables a better work-life balance and allows employees greater flexibility in managing their time commitments. We are working to encourage more flexible working across all levels.



We are investing in coaching and mentoring to support all our employees to build confidence, improve internal networks and enhance their career development within the organisation. By end Q1 2019, all our People Leaders will have attended Inclusive Leadership training.

We are also undertaking an extensive process and practice review to ensure succession planning, performance management, recruitment and training programmes all support a culture of increased diversity and inclusion. We're developing our Future Talent programmes – in 2018 we participated in the Change 100 programme, offering internships to disabled students.

At BMW UK, we are committed to reducing the gender pay gap and supporting the development of more women into leadership positions. In my role as Marketing Director, I aim to nurture and mentor talent from a diverse range of backgrounds with the goal to develop our future leaders.

Michelle Roberts, Marketing Director



Nothing inspires an enriched culture of diversity and inclusion more than the whole organisation identifying networking opportunities that they participate in, shape and evolve themselves.

Working closely with the ENEI and Network group sponsors and leads, we have already held some keynote speaker sessions on mental health wellbeing alongside developing career path initiatives and fostering informal networks that allow us to connect to colleagues and share stories.

This is just the start of a permanent cultural shift that reflects not only our own organisational values, but those of our customers and surrounding communities.