

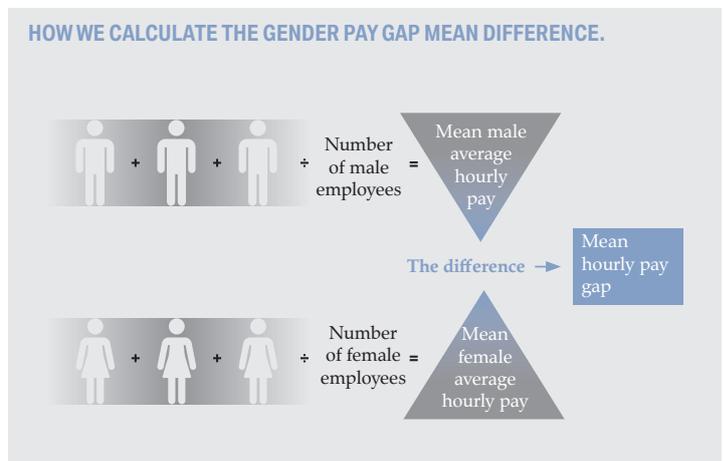
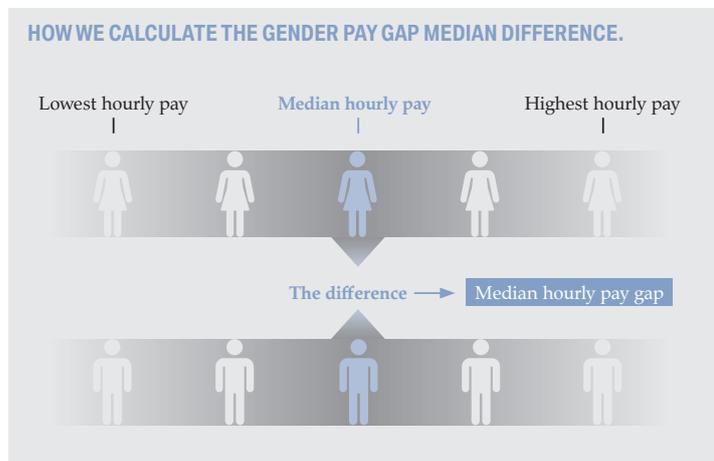
# SWINDON PRESSINGS LTD. 2018 GENDER PAY GAP REPORT.

BMW Group Plant Swindon produces body pressings and sub-assemblies for MINI. At the time of the reporting period, Swindon Pressings Ltd employed 706 people at its site in Wiltshire.

## 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.

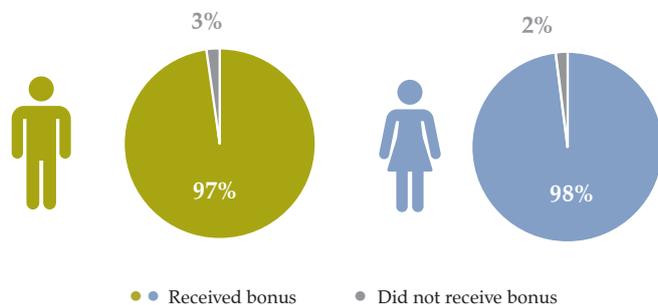


## OUR RESULTS.

The Gender Pay Gap Data for Plant Swindon on 5 April 2018 is as follows;

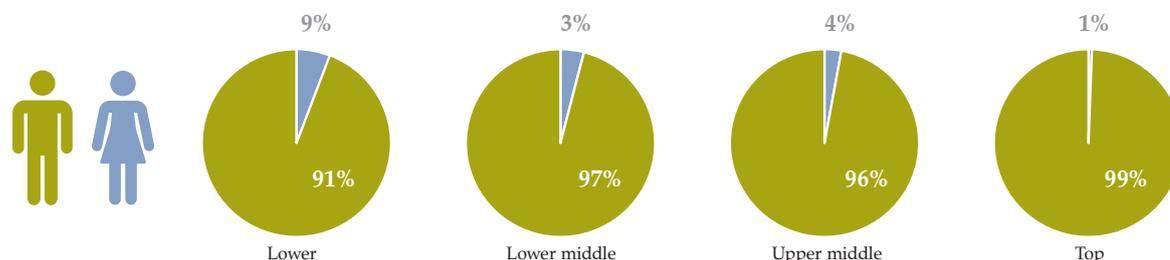
MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	14.8%	10.1%
Gender Bonus Gap	16.1%	0.2%

### 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 Swindon Pressings Ltd. our employees are 96% male and 4% are female.

There are a number of factors which drive our Gender Pay Gap results, however we have identified 3 key areas;

**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 very few women in leadership roles at Swindon Pressings Ltd.

**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.

## 2017-2018.

When we compare our results from 2017, we have seen some small changes in our results. We have seen slight deterioration in our pay figures but an improvement in our bonus pay figures.

We recognise that progress is not likely to be linear and we are vulnerable to any changes in our small female population, such as transfers within our global or UK network.

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## CLOSING THE GAP.

As outlined in our 2017 report, we are undertaking a number of different approaches to improve our ability to attract, engage and develop women. These include, a Girls Go Technical programme, on-line Diversity training and a review of our recruitment practices, specifically focusing on apprenticeships and engaging local schools.

In 2018 and into 2019 we continue to focus on building a diverse and inclusive environment and we are working with the Enei (Employers network for Equality and Inclusion) to help in our diversity journey.

We understand that initiatives are not enough on its own and our progress will be underpinned by living a corporate culture that promotes tolerance, mutual respect and equality of opportunity.

We are committed to being transparent about our progress and recognise that meaningful change will take time. However, we believe that we are on the right road to change.

We confirm that the data reported is accurate and meet the requirements of the Regulations.



**Frank Bachmann**  
Plant Director



**Robert Shankly**  
Human Resources Director