



# GENDER PAY GAP 2023

DATA FROM APRIL 2021 – APRIL 2022

THE **GENDER PAY GAP** IS CALCULATED BY ADDING UP THE **WAGES** OF ALL MALE AND FEMALE EMPLOYEES ACROSS AN ORGANISATION, AND THEN DIVIDING THAT SUM BY THE NUMBER OF EMPLOYEES. THE GENDER PAY GAP IS THE **PERCENTAGE DIFFERENCE** BETWEEN THE MEAN FIGURES FOR MEN AND **WOMEN**.



# OUR COMMITMENT

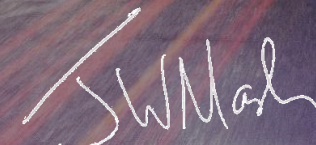
At McLaren, we remain fully committed to gender equality.

In the last year, where focus has been on transforming our business, we continue to work to build a fairer and more diverse workplace across all areas of the business.

Our approach has always been to create equality through growing our talent pipeline, and although that has been harder during the pandemic, we were pleased to welcome direct entry graduates in 2022 and look to rebuild many of our great talent programmes into our roadmap for 2023 and beyond.

A handwritten signature in white ink, appearing to read "LThomas".

Liese Thomas  
Chief Financial Officer

A handwritten signature in white ink, appearing to read "JMarsh".

Jim Marsh  
Chief People & Transformation Officer

# OUR RESULTS

Our figures show that the median pay for females is 4.10% lower than male employees – this remains smaller than the national average of 9.71% and has consistently been smaller since we began reporting.

4.10%

McLaren Automotive

9.71%

National Average

N.B. The gender pay gap shows the difference between median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings.

# BONUS PAY

Our median bonus pay gap is 23.35%, meaning that the bonus paid to female employees was 23.35% lower than male employees. Recognising that last year was an anomalous year for our report in this category, our median bonus pay gap has significantly reduced.

*For our business, this data is always heavily influenced by the number of males with longer service in the business compared to our female population. Therefore, it is important we continue to view our candidate data to ensure we are building a more representative workplace for future reporting.*

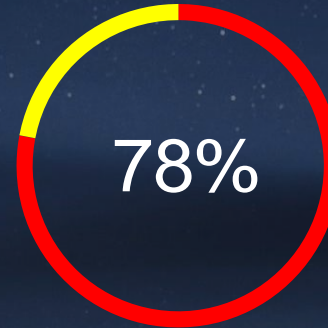


N.B. The gender pay gap shows the difference between median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings.

# PAY QUARTILES

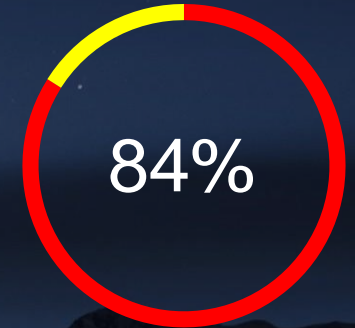
This is where we split our workforce into four equally-sized parts based on people's hourly pay. We've then split each part by gender.

This shows where the gender split is across these 4 quartiles and where the majority of females sit across the organisation.



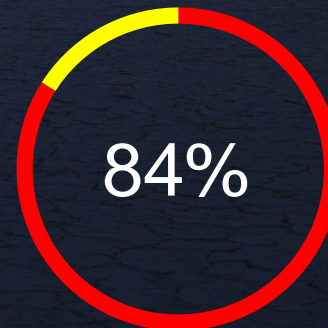
LOWER

397 Male  
113 Female



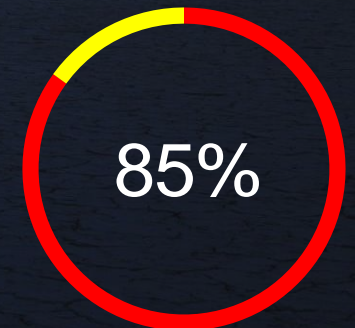
LOWER MIDDLE

426 Male  
84 Female



UPPER MIDDLE

426 Male  
84 Female



HIGHER

414 Male  
72 Female

# COLLEAGUE SPOTLIGHT

McLaren, after 60 years, still holds this 'family feel' due to the smaller business mentality. The advantage of this for me personally, in 5 years, is that I have been exposed to multiple different areas of the business which would have been more challenging in a larger business.

I started my career at McLaren Automotive and as each year passes, I gain more experience and more respect for the brand that gave me my chance to start my career in engineering.

Ultimately this has been influential in my decision to stay and capitalise on my McLaren experience to progress into the position I am in today, currently as a Senior Engineer and I hope to make my next career move here shortly.

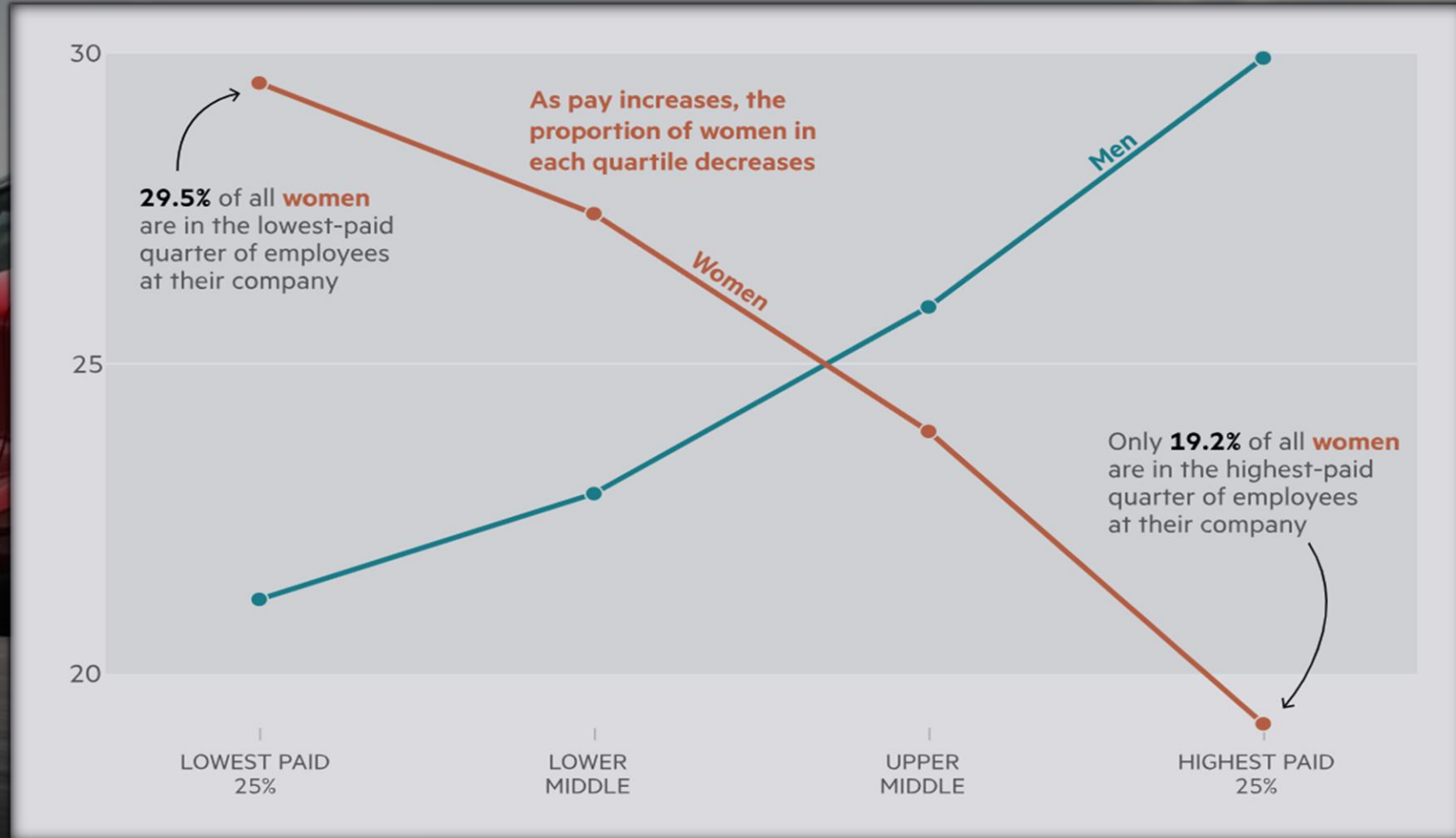
I am proud to be part of the STEM ambassador community, which allows me to use my McLaren career to inspire the next generation to consider careers in Engineering and hopefully with us.

Holly Yeomans  
Senior Project Engineer

# PAY QUARTILES GAP

(PRIVATE COMPANIES)

Pay gap average in UK on private Companies by Quartile pay figures

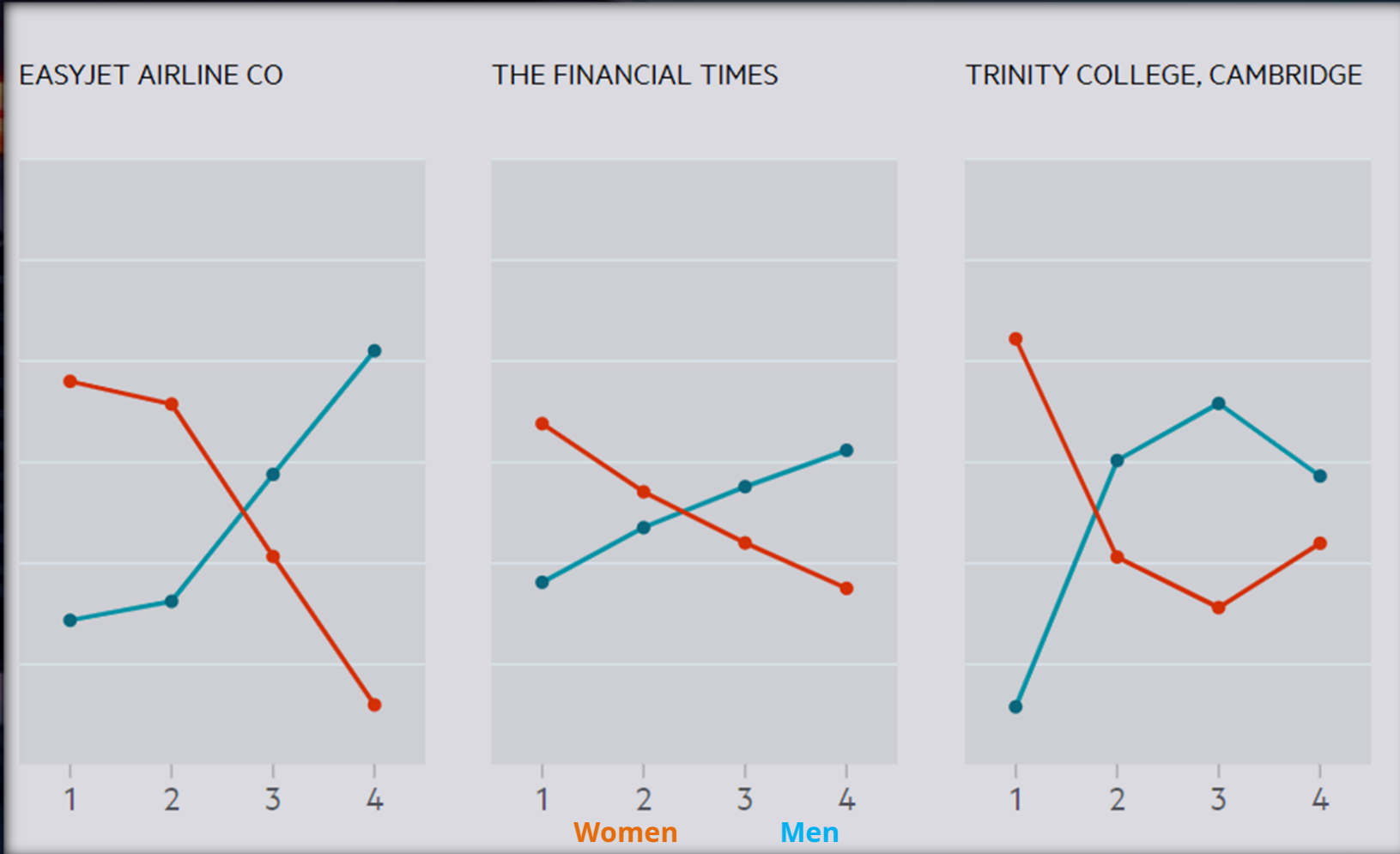




# PAY QUARTILES GAP

(PRIVATE COMPANIES)

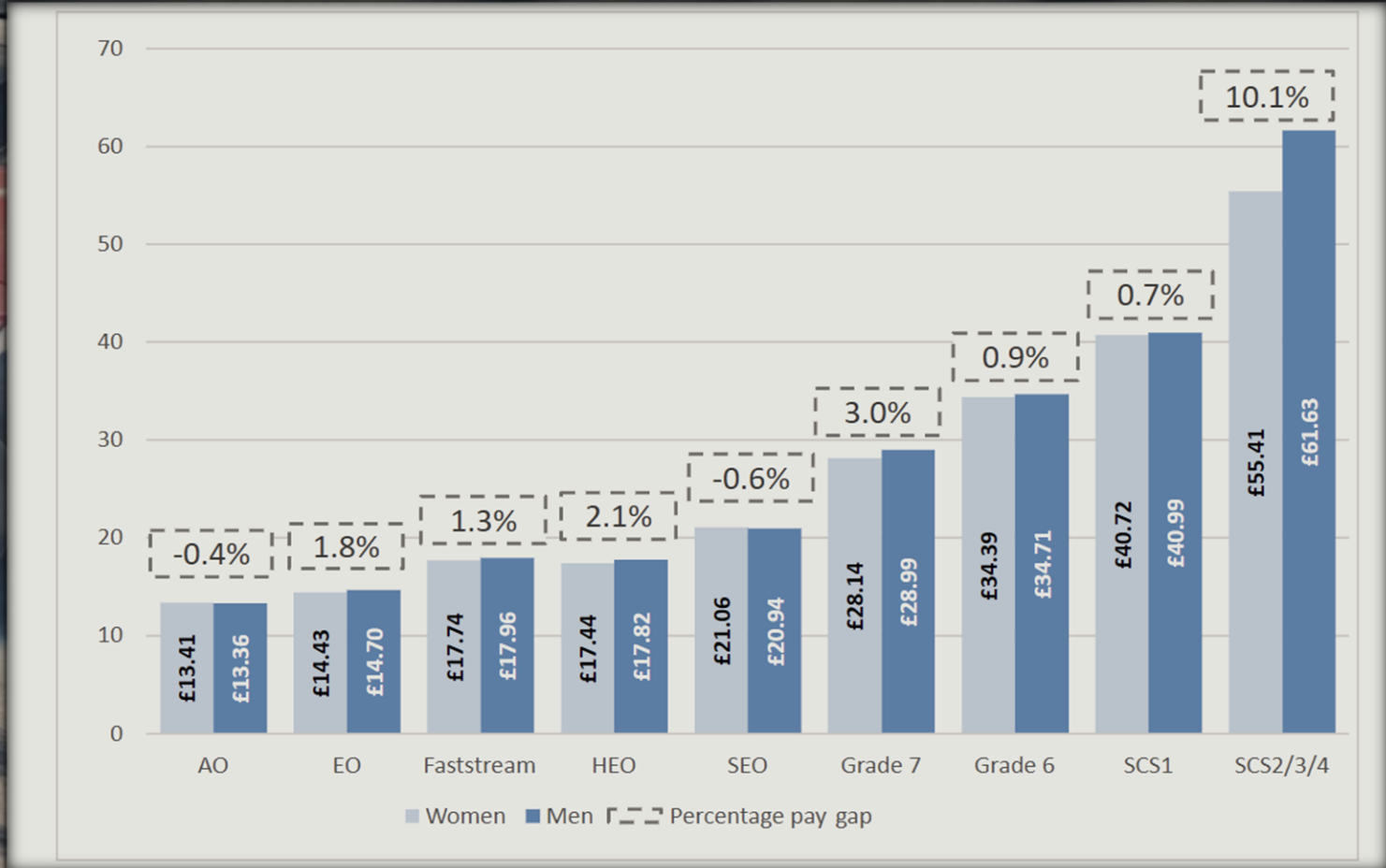
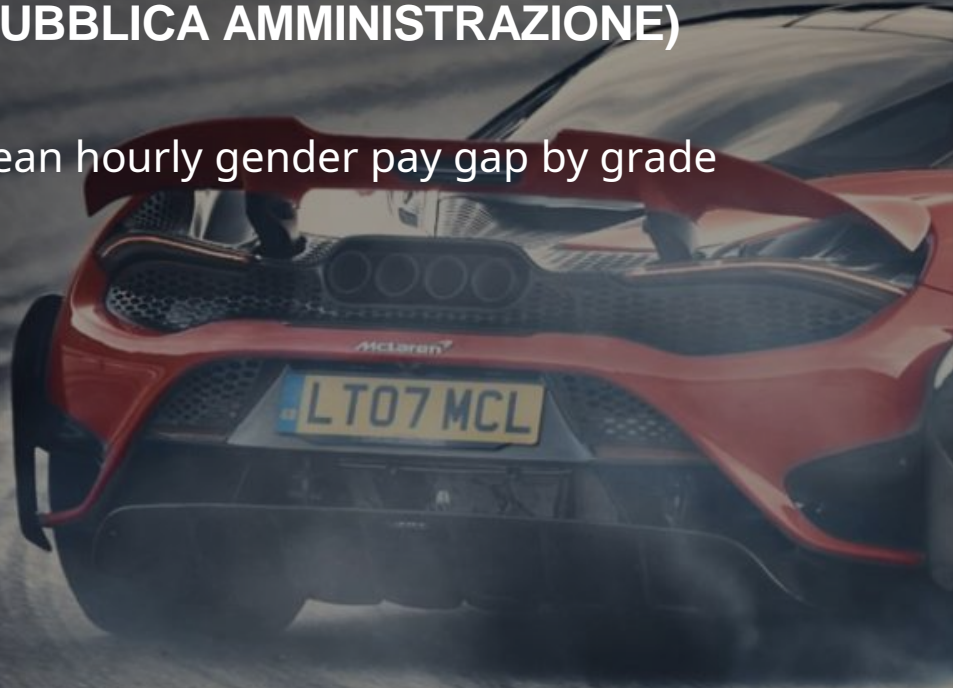
Pay gap average in UK on private Companies - Examples



# THE CIVIL SERVICE CASE

(PUBBLICA AMMINISTRAZIONE)

Mean hourly gender pay gap by grade



Administrative office (AO) - Executive offices (EO) -Higher Executive Officer (HEO) - Senior Executive Officer (SEO) - Senior Civil Service (SCS)

# THE CIVIL SERVICE CASE

(PUBBLICA AMMINISTRAZIONE)

In March 2022, the Department for International Trade (DIT) GPG was 5.45% for the mean and 9.71% for the median, which is a decrease in the GPG of 0.31 and 1.14 percentage points respectively.

In monetary terms, the mean hourly difference in ordinary pay is £1.44 compared to £1.48 in 2021 and the median hourly difference is £2.41 compared to £2.68 in 2021.

The GBPG was 7.64% for the mean in year 2021

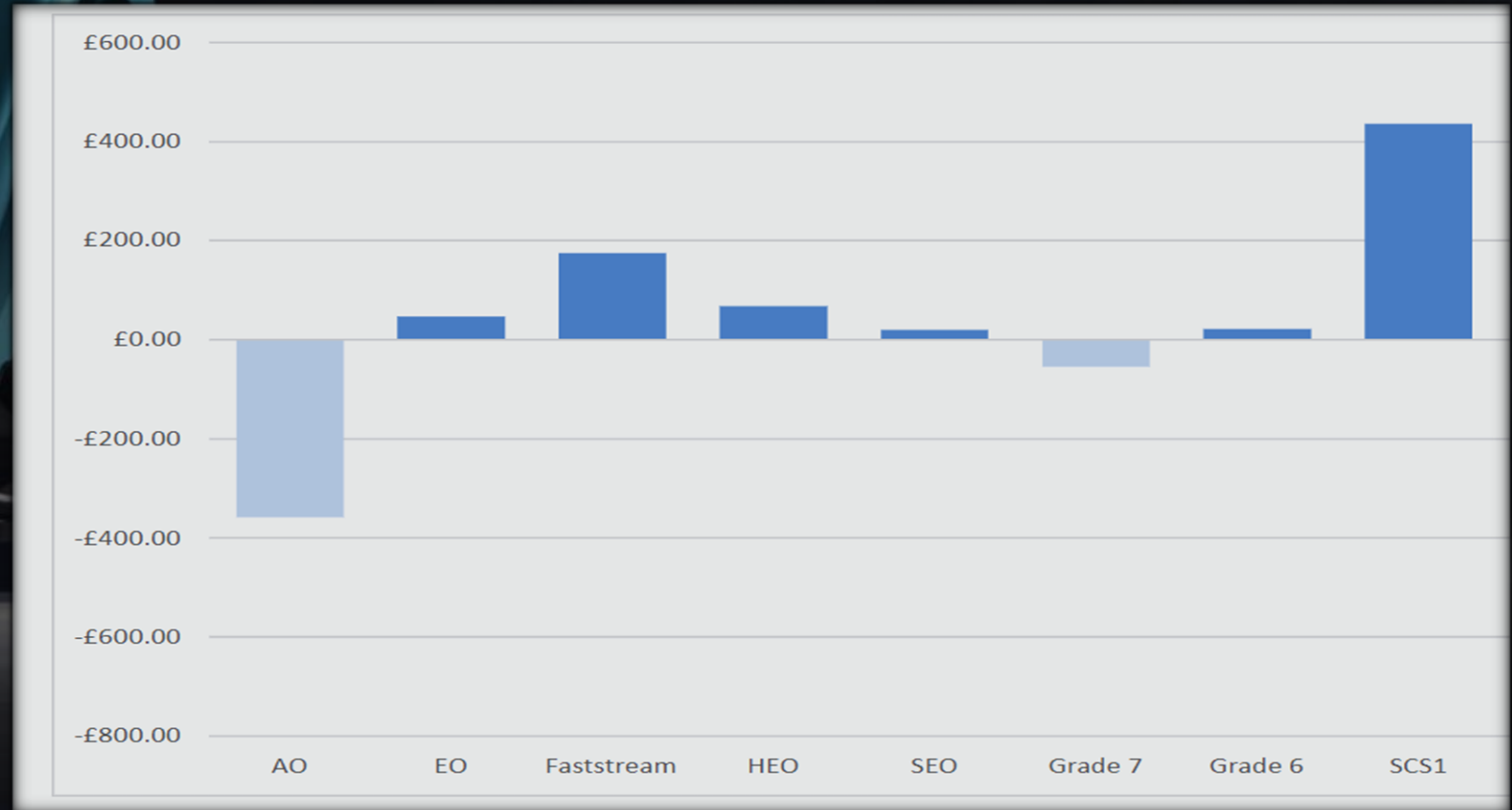
The reduction of the overall GPG reflects positive progress being made in the department across areas of recruitment, talent and pay and reward.

It is disappointing to see an increase in the Gender Bonus Pay Gap. The proportion of men and women overall who received a bonus between April 2021 and March 2022 was similar at all grades. However, the fact that more men than women were employed at senior grades this year has resulted in gender bonus pay disparity. This is particularly noticeable at Senior Civil Service level

# THE CIVIL SERVICE CASE

(PUBBLICA AMMINISTRAZIONE)

Difference in mean bonus between men and women by grade



Note: Positive values represent cases where the mean bonus for men is higher than the mean bonus for women