



# GENDER PAY GAP REPORT 2020

ROLLS-ROYCE  
MOTOR CARS

# INTRODUCTION

Diversity is the engine of our success because a diverse workforce is an important force for innovation.

Rolls-Royce Motor Cars firmly believes that diversity and inclusion are crucial to our ability to perform effectively and will ensure the long-term success of our Company.

As a wholly-owned subsidiary of the BMW Group, we have established a commitment to diversity and inclusion as part of the Group Company's human resources and sustainability strategy.

We support a corporate culture that promotes tolerance, mutual respect and equal opportunity. To complement this, we provide our gender pay gap information, identify the reasons behind the gap and our plans to close it.

We 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 handwritten signature in white ink that reads "Torsten Müller-Ötvös".

Torsten Müller-Ötvös  
CEO



A handwritten signature in white ink that reads "Mark Adams".

Mark Adams  
Human Resources Director

# OUR MEASUREMENT

The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap.

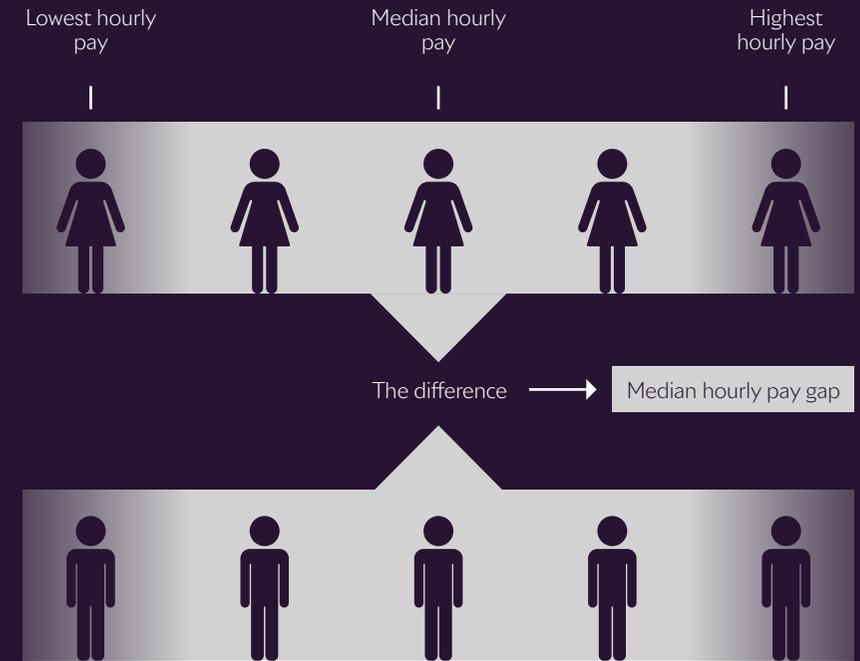
The figures reported are based on calculations set out in the Regulations and must be reported every year.

The gender pay gap does not measure equal pay, which relates to what women and men are paid for performing equal work.

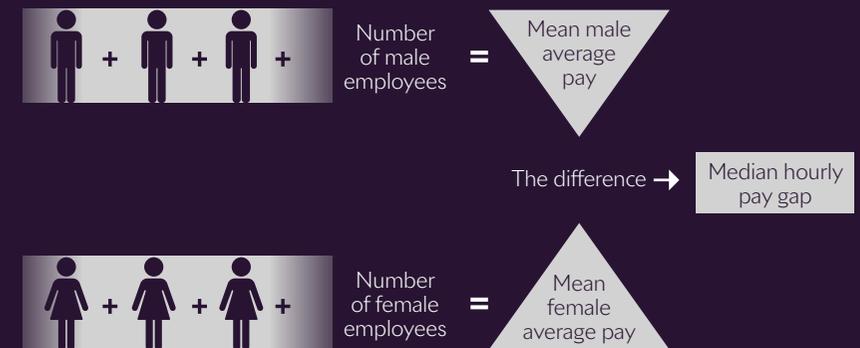
The principle of equal pay is enshrined in law and we are committed to ensuring equal pay for men and women performing equal work, in line with legal requirements.

On 5 April 2020, Rolls-Royce Motor Cars employed 1334 people and the overall employee population is made up of 81% men and 19% women.

## How we calculate the gender pay gap mean difference:



## How we calculate the gender pay gap mean difference:



<b>Definitions</b>
<b>The Principle of Equal pay is:</b> The right for men and women to receive equal pay for equal work.
<b>The Gender Pay Gap is:</b> 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.

# ROLLS-ROYCE MOTOR CARS GENDER PAY GAP

Our workforce is made up of a variety of roles in disciplines from Manufacturing, Sales, Marketing, Engineering, Design and Communications to Finance, IT and Human Resources.

Since we started reporting our gender pay gap figures we have seen some improvements and some deteriorations in the results. We understand that several factors contribute towards the gender pay gap and even small changes in our female and male populations can have a significant impact on the gender pay gap.

We have established the following:

- The overriding impact on our figures is because we have more men than women in senior roles, and across the business as a whole.
- A higher proportion of women work part time and whilst this does not affect a woman's hourly basic pay it does impact on total remuneration, including bonus.
- As is typical of many manufacturing companies, a higher proportion of men work in production roles, who operate shift patterns, which attract a shift premium payment.

We set out a long-term strategy to increase female participation in our future talent programmes and these roles initially fall in the lower quartile pay band. For the reporting period of 2019-2020 female participation increased by 2% and is a reflection of positive work we have carried out in attracting women to one of our future talent programmes.

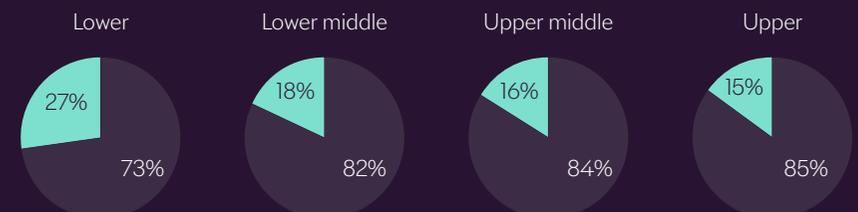
Development continued during the reporting period and women have been promoted internally and are still relatively new in their roles. As these women progress in their roles and therefore their salary, we expect to see this reflected in a decrease in the pay gap.

Mean and median pay and bonus gap		
	MEAN - (average)	MEDIAN - (middle)
Gender Pay Gap	8.2%	9.2%
Gender Bonus Gap	16.7%	11.5%

## Proportion of employees who received a bonus:



## Salary quartiles:



# CLOSING THE GENDER PAY GAP

Our gender pay gap data shows that progress in closing the gender pay gap will require meaningful actions which will take time to realise. Our commitment to closing the gender pay gap centres on the following areas of action:

- During the last two years we have focused on reducing the risk of bias and raising general understanding about diversity and inclusion by investing in training for all our managers and we remain committed to the learning journey.
- We invested in new marketing material and we will continue to review and develop our recruitment marketing so that we can achieve better talent pool diversity.
- During the last year, Covid-19 interrupted our partnerships with local educational institutions. We remain committed to providing awareness and interest in science, technology, engineering and mathematic (STEM) subjects.



## LOOKING TO THE FUTURE

Cara has always been a passionate advocate of STEM and started her Graduate programme with Rolls-Royce Motor Cars in 2019.

“At school I enjoyed learning about maths and physics and I always knew that I wanted to work with cars. At the University of Glasgow I obtained my Mechanical Design Engineering degree and it was here that I was first introduced to the world of ‘Formula Student’. I worked on the Chassis and Suspension team for four years and gained experience in designing, building and testing a single seater race-car and competed annually at Silverstone motor racing circuit.

The Rolls-Royce Motor Cars Graduate Programme has offered me a variety of opportunities to learn and experience different areas of the business. I’ve been fortunate enough to work on the new model Ghost, complete a placement in Engineering based in Munich and more recently a placement with Product Management and Strategy. The company has also supported my continuous learning and I am currently working towards Chartership with the IMechE.

As a STEM Ambassador I promote STEM related subjects and engineering as a career by engaging with young people through various activities. I have recently joined the Gender Inclusion Network employee group, which is a great platform for discussing positive change and initiatives as well as establishing a support network for women across the business.

I enjoy working as a graduate at Rolls-Royce Motor Cars because my supportive network encourages both professional and personal development. From the start I have benefitted from the strong team culture of knowledge sharing and building relationships that has allowed me to contribute to an exciting range of projects so far. I am excited by the potential opportunities available to me for the future.”

