

Rolls-Royce Motor Cars Limited
Gender Pay Gap Report 2017



Introduction

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

Rolls-Royce Motor Cars believes that diversity is 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 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.

In this report 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 black ink, appearing to read 'Torsten Müller-Ötvös'.

Torsten Müller-Ötvös
CEO

A handwritten signature in black ink, appearing to read 'Mark Adams'.

Mark Adams
Human Resources Director



Our Measurement

On 5 April 2017, Rolls-Royce Motor Cars employed 1277 people.

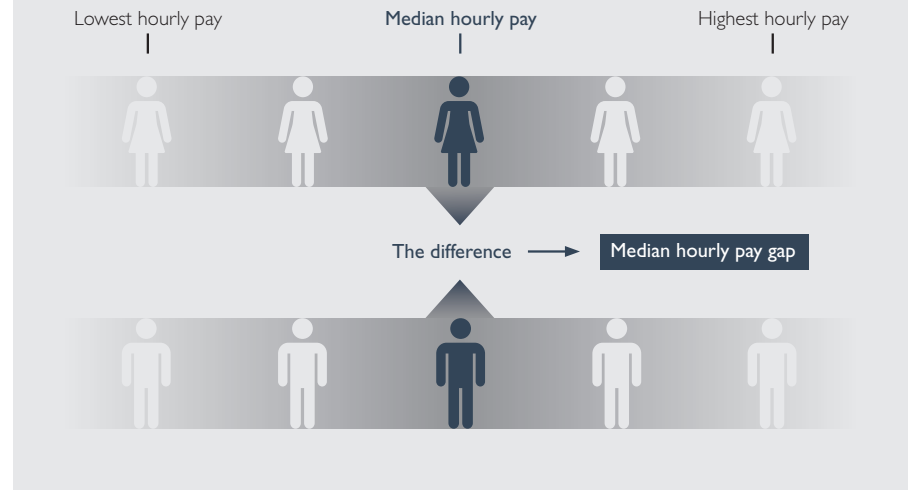
The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap.

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

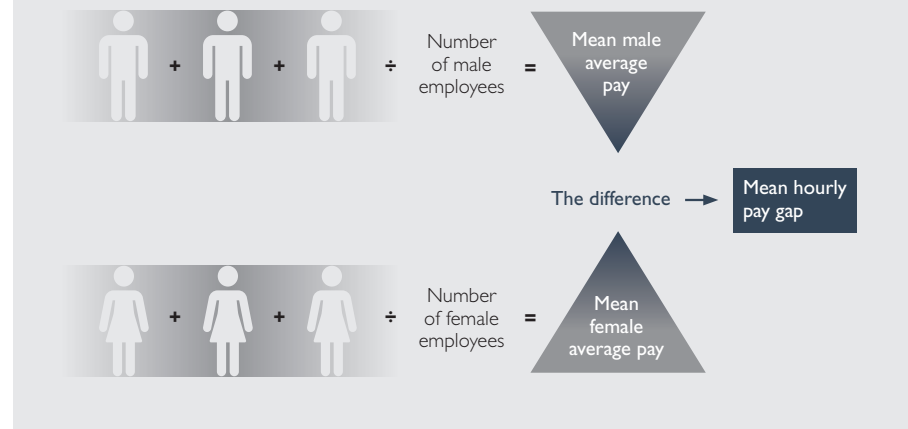
The gender pay gap does not measure equal pay, which relates to what women and men are paid for performing equal work.

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.

How we calculate the gender pay gap median difference:



How we calculate the gender pay gap mean difference:



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.

Our Findings

At Rolls-Royce Motor Cars we offer a variety of roles in disciplines from Manufacturing, Sales, Marketing and Communications to Finance, IT and Human Resources.

We have a flexible working policy, offering opportunities for people to manage their work-life balance. This has an impact on our gender pay gap as our analysis indicates a higher proportion of females in part-time roles.

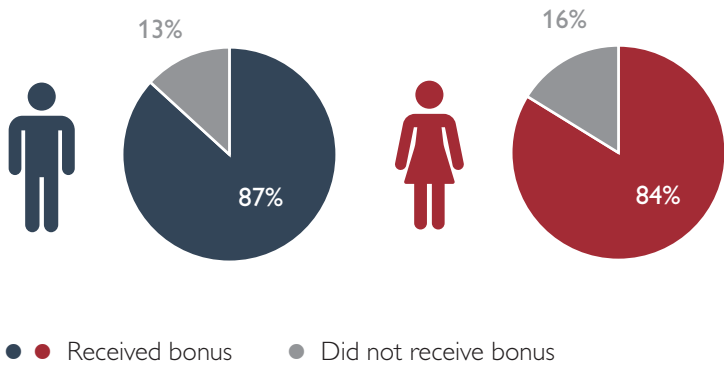
The analysis also indicates that our mean bonus pay gap was influenced by those on maternity leave, as bonus payments are calculated on a pro rata basis.

The percentage of females across our salary quartiles is largely consistent. Overall, our employee population is 83% male and 17% female. As is the case in most manufacturing organisations, our number of female employees is lower than we would like.

The Gender Pay Gap data for Rolls-Royce Motor Cars in 2016/17 is as follows:

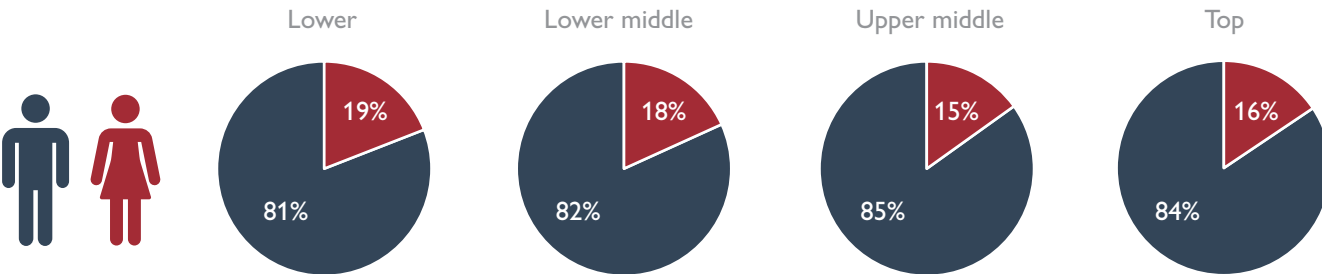
Mean and median pay and bonus gap		
	MEAN (average)	MEDIAN (middle)
Gender Pay Gap	3.3%	4.8%
Gender Bonus Gap	14.5%	6.8%

Proportion of employees who received a bonus:



Salary Quartiles

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



Closing the Gap

We are dedicated to promoting a diverse and inclusive workplace for all. Our gender pay gap analysis indicates the need to attract, engage and develop more women within our organisation.

Continuing our commitment to fair recruitment practices, we will deliver focused recruitment training for hiring managers. We will continue to review our recruitment campaigns to reflect our equal opportunities for all.

Online training is also available. This training is designed to raise awareness of diversity and inclusion to promote behaviours that encourage a collaborative work environment.

The gender imbalance across Science, Technology, Engineering and Mathematics (STEM) subjects, is widely recognised and this has a particular impact within manufacturing and engineering organisations such as ours.

A key place for us to start influencing this is within the area of future talent, beginning with education. In 2018 we are exploring opportunities to encourage females to consider studying STEM subjects, with a view to pursuing a career with Rolls-Royce Motor Cars.

