



# GENDER PAY GAP 2022

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 Automotive, we're fully committed to gender equality.

In the last year, we've maintained our focus on building a fairer and more diverse workplace across all areas of our business.

From the ongoing enhancement of our family friendly policies and benefits through to ensuring we have a flow of diverse talent choosing to be part of our journey, we're making great progress.

We've created an amazing partnership with children's charity Plan International to maximise our reach and impact in developing our future talent pipeline, and we're delighted to see our activities around diversity and inclusion coming to life and delivering results.

Through our network of McLaren science, technology, engineering and maths (STEM) ambassadors, we're working with young people of all ages to develop their interest in STEM fields and the arts. It's just one of the ways we're looking to inspire future generations to choose careers in our industry.

We also remain committed to evolving our inclusive culture and working environment by redefining our behaviours to make them truly reflective of who we are and how we want to work. We're steadfast in our determination to propel ourselves along this journey further, faster, so we've taken time to really understand all aspects of our culture – what we want to build on as well as what we want to leave behind.

Put simply, we're determined to move our organisation ever-closer to a future where the gender pay gap is a thing of the past.



**Kate Ferry**  
Group Chief Financial Officer



**Mandeep Dhatt**  
Executive Director HR





# OUR RESULTS

Our figures show that the median pay for female employees at McLaren is 1.97% lower than male employees – significantly smaller than the national average of 15.4%.

In fact, our gender pay gap has always been smaller than the national average. And as this year's results show, we've now closed the gap further still.

1.97%

**McLaren Automotive**

15.4%

**All UK Industries**

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

McLaren was not immune to the impacts of Covid-19 and therefore no performance-related bonuses were paid to any of our employees.

However, a small group of individuals (1.74%) achieved an amazing milestone of 15 years' service – and beyond. These individuals were all male. Part of the way we chose to celebrate them was by awarding a long service bonus.

This resulted in the mean bonus paid to female employees at McLaren being 100% lower than that paid to male employees.

Through our efforts to shift the diversity dial within the automotive sector, we look forward to celebrating an even larger number of team members from all backgrounds and genders over the next 15 years.



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.

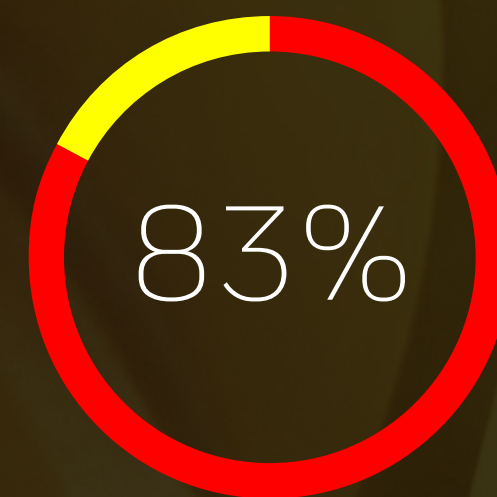


# PAY QUARTILES

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

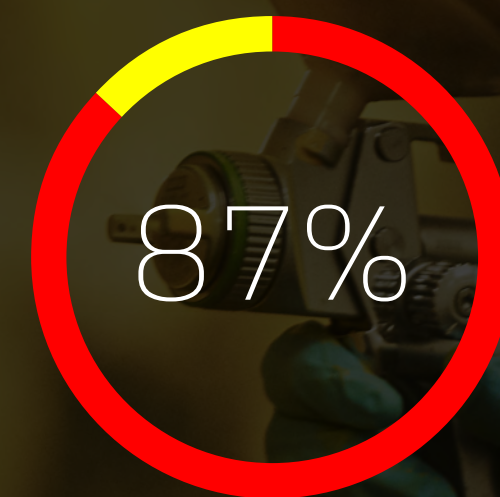
It's designed to show the pay level of female and male employees across the organisation, expressed as a percentage of female employees' pay in comparison with male employees.

It's important to note that, within each bracket, there are different pay grades for different roles. In all roles, women are paid the same amount as men who do the same job (or equivalent).



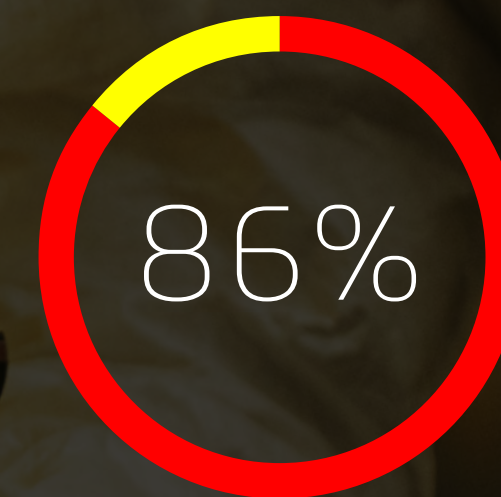
LOWER

419 Male  
85 Female



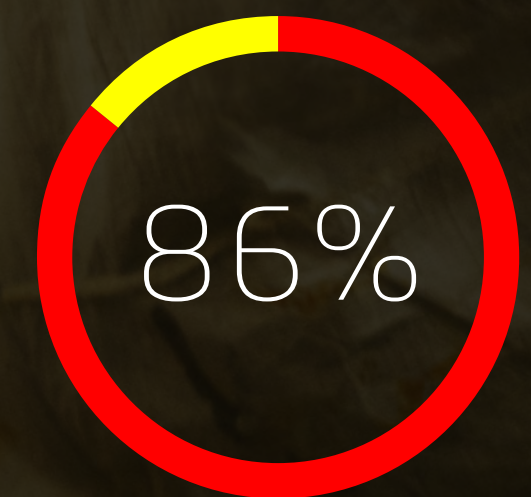
LOWER MIDDLE

437 Male  
67 Female



UPPER MIDDLE

431 Male  
73 Female



HIGHER

435 Male  
69 Female



# OUR ANALYSIS

Men and women are paid equally for doing equivalent jobs in our organisation.

McLaren operates in the luxury, manufacturing, engineering and elite motorsports industries which historically all have higher proportions of male employees.

The gender pay gap is the difference between the average earnings of men and women across the whole workforce. This means our gender pay gap is affected by the high proportion of men we employ within our business – particularly within our most senior roles – coupled with the relative scarcity of women within our sector's talent pipeline.

We're determined to address the gender balance in our workforce and, in turn, this will help us to reduce and eventually eliminate the gender pay gap.

20%

## PHYSICS STUDENTS

Just 20% of a level physics students are female. This percentage has remained static for 25 years <sup>1</sup>

15.1%

## UNDERGRADUATES

Only 15.1% of engineering and technology undergraduates in the UK are female <sup>2</sup>

12%

## ENGINEERING WORKFORCE

Women make up just 12% of the UK engineering workforce <sup>3</sup>



# OUR ACTIONS

We're constantly working to eliminate our gender pay gap.

We've set out three specific measures to help achieve this goal.

## 01

We will continue to champion STEM subjects by bringing the world of McLaren Automotive to young people, both male and female, through careers fairs and talks in schools, colleges and universities as well as through our global partnership with children's charity Plan International and by contributing to the UK Government Kickstart scheme.

## 02

We will continue to benchmark the salaries of McLaren Automotive roles against the market to make sure all our people are paid fairly.

## 03

We will continue to focus on improving our culture and working to enhance inclusivity and diversity in all respects. We will bring this to life through our 'Culture Project' which will continue empowering our team members to enhance their lives and share their passions both internally and externally. We're also going to reset the standards and the behaviours that are essential to the successful evolution of our culture.



“I’ve always had a fascination with engineering, so working at McLaren has always been my dream. The opportunity to work on such innovative and exciting supercar projects is incredibly motivating.”

“McLaren is a fantastic employer to work for. That’s not only because you are part of a high performing team but also because they continue to be supportive of my Royal Air Force reservist role, whether that’s through deployments or by enabling my career development to become an Engineering Officer.”

**Hannah Proffitt**  
Programme Excellence Manager

