

Bentley Motors Gender Pay Gap Report 2019

Bentley Motors is the world's most sought-after luxury car brand. Our cars are designed, engineered and hand-crafted by our 4,000+ dedicated Colleagues at our headquarters in Crewe, Cheshire. Like most automotive manufacturers the majority of our workforce is male, however Bentley is committed to addressing the gender balance and reducing the gap and are pleased to see our pay gap reduce for the third consecutive year in line with our efforts.

Bentley is passionate about developing our Colleagues through their careers, regardless of gender, and in 2019 has been named a Top Employer for the ninth successive year by the internationally-recognised *Top Employer Institute*. Bentley is also a member of the 30% Club, an initiative aimed at getting more women into senior leadership positions in business.



Automotive 30% Club
 INSPIRING GENDER BALANCE
2020

THE GENDER PAY GAP

This is the difference between men and women's average pay, expressed as a percentage of the men's pay. While Bentley Motors is pleased to be reporting a median pay gap significantly lower than the Office for National Statistics' 2019 median gap, we are committed to reducing it still further.



DRIVING SUSTAINABLE CHANGE

Bentley Motors is committed to encouraging women from all backgrounds into the automotive industry and is supporting many programmes and initiatives which give women the opportunity to explore the industry and the wide variety of roles within manufacturing, engineering, digital and beyond:



Supporting industry-wide programmes

Bentley Motors participates in various initiatives across the industry to encourage the next generation of women into the automotive industry, such as Great British Women in Automotive and Astrid Fontaine is a patron of the Automotive 30% club in 2020.



Encouraging local talent and students

Bentley Motors see its partnerships with local schools, colleges and universities as a key opportunity to attract more women into the business to offer students and graduates placement and work opportunities.



Diversity at Bentley

Diversity is now a key element of our sustainability programme. Our goal is to increase the percentage of women in management to 20% by 2025 and in 2020 we're rolling out diversity training to over 600 managers and running quarterly diversity meetings.

GEORGIA GRIFFITHS
DIGITAL DEGREE APPRENTICE, SALES AND MARKETING



Whilst completing a Design Engineering at A-level, Georgia developed skills in problem-solving and creativity that she wanted to put into practise in a professional capacity. She identified the automotive industry as a great place to put these skills into action – and was impressed by Bentley's Future Talent programme.

Georgia is in her first year of a four year Digital Technical Solutions degree apprenticeship. She is a Digital Analyst in the Sales & Marketing team, which entails a 35 hour week which includes one day a week at Manchester Metropolitan university. Georgia explains:

"Bentley is a very well-known luxury company so I knew an apprenticeship programme at Bentley would allow me to progress. I am enjoying being able to learn on the job and being supported by people with the skills that I need to develop myself. As the industry changes and grows, its important that we attract more females – by showcasing the benefits, opportunities and flexibility offered by companies like Bentley."

ANDREA GREPPELLINI
TRIM PRODUCTION MANAGER, MANUFACTURING



Andrea joined Bentley in 2004 after leaving her job at a travel agency and opting to do something completely different. Already a petrol head, she had decided to follow in her father's footsteps and become part of the production team at Bentley.

Andrea quickly realised how much scope for growth there was within the production team, and within 6 months of joining, she began Bentley's Team Leader course. In 2019, she was promoted to the role of Production Manager.

As a working parent, Andrea has worked with her managers to find a flexible solution that enables her to work around her childcare commitments, and works hard to ensure that her team can work as flexibly as possible when needed too. Andrea explains:

"working in a factory sometimes comes with a bit of a stigma and outdated perceptions, but our workplace is a really clean, modern place to work. Although I'm responsible for part of a manufacturing process, building a Bentley happens in the background. As a Production Manager, my role is really about managing people, connecting with them and making sure that everyone is doing their job to the best of their abilities."



BENTLEY

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BENTLEY'S GENDER PAY AND BONUS GAPS

 = MALE  = FEMALE

MEDIAN GAPS

The median is the middle value between the highest and lowest values.

PAY GAP
4.7%



BONUS GAP
0.0%



EQUAL PAY

Equal pay is the difference in pay between a man and a woman doing a role of equal value. This is not the same as the gender pay gap. Bentley ensures equal pay for our Colleagues.

MEAN GAPS

The mean is the total sum of all values, divided by the total number of values.

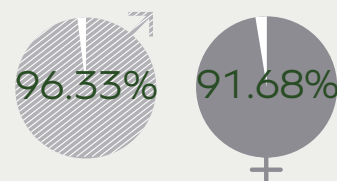
PAY GAP
9.1%



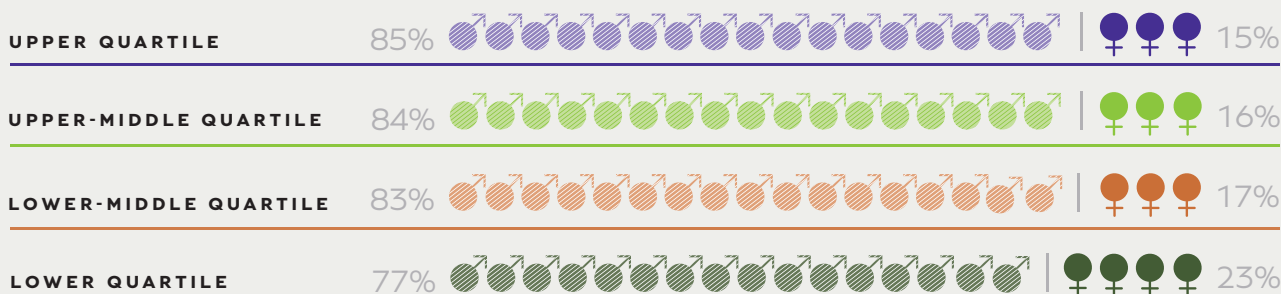
BONUS GAP
23.2%



PROPORTION OF COLLEAGUES IN RECEIPT OF A BONUS



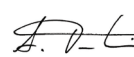
PROPORTION OF MALES & FEMALES IN EACH QUARTILE PAY BAND



“An innovative and balanced workforce is key to achieving our goals and we're fostering a diverse and inclusive culture where we aim to place the right person in the right role at the right time, regardless of their background”




Adrian Hallmark
Chairman and Chief Executive

Dr Astrid Fontaine
Member of the Board for People, IT & Digitalisation