

Bentley Motors Gender Pay Gap Report 2017



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, but we are committed to achieving gender balance. We have initiatives in place to encourage girls to study STEM (science, technology, engineering and maths) subjects and to attract women into the automotive industry and retain them within Bentley.

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' 2017 median gap, we are committed to reducing it still further.



KEY FACTORS

- **Women in Automotive** – The Automotive Council reports that men employed in the automotive industry outnumber women 3 to 1. Of Bentley's own workforce, 17% are women.
- **Women in Engineering** – Within our engineering division, 1 in 10 roles are occupied by a woman.
- **Women in Leadership** – Within our senior leadership team, 1 in 10 roles are occupied by a woman.

ADDRESSING THE GENDER BALANCE

Bentley Motors has a number of initiatives underway to increase the attraction and retention of women.



CREWE UNIVERSITY TECHNICAL COLLEGE

As a main partner to the UTC, Bentley seeks to attract girls to study STEM subjects and supports them to pursue STEM careers.



WOMEN INTO BENTLEY PROGRAMMES

Female leaders speaking in schools, and interactive Girls into Engineering and Manufacturing open days on site encourage women into Bentley.



FLEXIBLE APPROACHES TO WORKING

Bentley has a number of flexibility initiatives, including flexitime and mobile working, which are of benefit to those with caring responsibilities.



TOP EMPLOYER 2018

Bentley was honoured to receive the Top Employer Institute's award for the 7th consecutive year for our commitment to wellbeing and professional development.

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
6.0%

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
12.5%

BONUS GAP
33.3%

PROPORTION OF COLLEAGUES IN RECEIPT OF A BONUS

96.3%

94.1%

PROPORTION OF MALES & FEMALES IN EACH QUARTILE PAY BAND

UPPER QUARTILE

86% 14%

UPPER-MIDDLE QUARTILE

86% 14%

LOWER-MIDDLE QUARTILE

77% 23%

LOWER QUARTILE

84% 16%

“ To achieve Bentley's future objectives, our business needs to be inclusive, innovative and bold. A balanced workforce is part of enabling our success. We are committed to progressing our initiatives to address the gender balance. ”



Adrian Hallmark

Adrian Hallmark
Chairman and Chief Executive



Dr Astrid Fontaine

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