

BMW Group Financial Services, UK



The Ultimate  
Driving Machine

# GENDER PAY GAP REPORT 2019.

A BMW GROUP COMPANY.

# INTRODUCTION.

Diversity is the engine of our success – today and in the future – because a diverse workforce is an important force for innovation. The BMW Group believes that diversity is crucial to our ability to perform effectively and will ensure the long-term success of our Company.

The full Board of Management of the BMW Group established a commitment to diversity as part of the Company's human resources and sustainability strategy. In 2011, the BMW Group signed up to the Diversity Charter in Germany and committed itself to create a working environment free of prejudices.

At BMW Group Financial Services, UK, we are working hard on a corporate culture that promotes tolerance, mutual respect and equality of opportunity.

In this report, we provide our gender pay gap information, identify the reasons behind the gap and our plans to help close it.

We continue to 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 'Mike Dennett'.

**Mike Dennett**  
CEO



A handwritten signature in black ink, appearing to read 'Helen Ward'.

**Helen Ward**  
HR Director



# OUR MEASUREMENT.

At the time of the reporting period, BMW Financial Services (GB) Limited employed 370 people at its site in Farnborough.

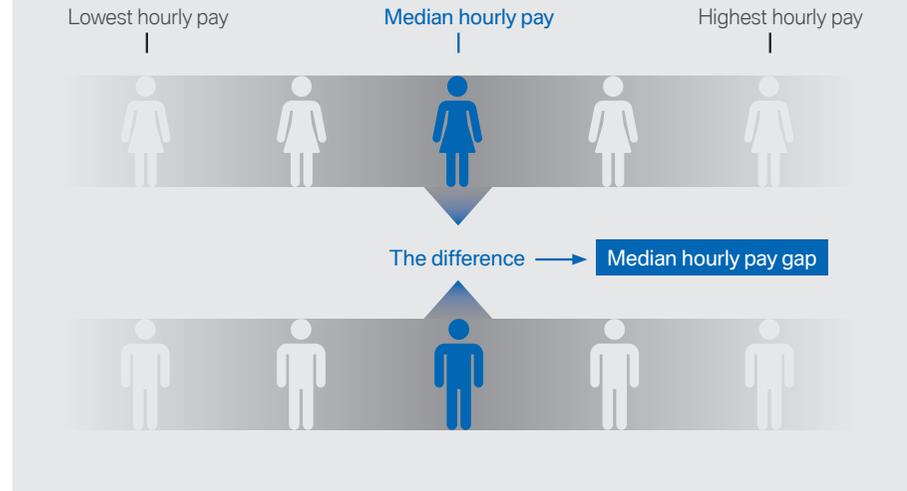
The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap.

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

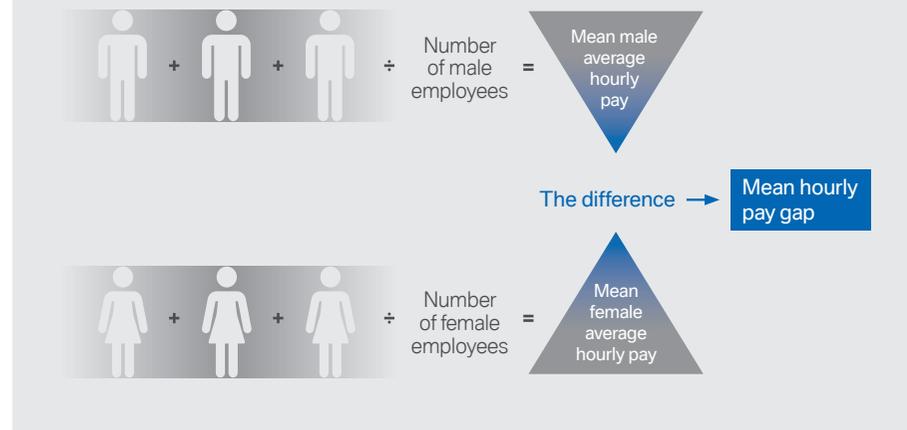
The gender pay gap does not measure equal pay, which relates to what women and men are paid for performing equal work.

The principle of equal pay is enshrined in law and we are committed to ensuring ongoing compliance with our equal pay obligations.

## How we calculate the gender pay gap median difference.



## How we calculate the gender pay gap median 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.

Currently, there are roughly equal numbers of men and women employed by the Company. However, analysis of our gender pay gap shows that the gap is driven largely by the fact that there are more men in senior, higher-paid roles and more females in lower-level roles.

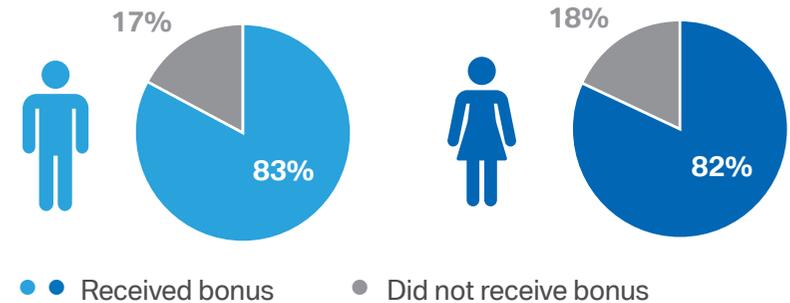
The bonus pay gap relates to the structure of our bonus arrangements, where bonus potential is set as a percentage of salary, which increases with grade. The higher number of men in the higher grades, and therefore earning higher bonus values, has a significant effect on our bonus pay gap.

BMW Group Financial Services, UK is an equal pay employer focused on supporting every employee to reach their full potential. We are confident that men and women are paid equally for doing equivalent jobs.

The Gender Pay Gap data for BMW Financial Services (GB) Limited in 2018/19 is as follows:

MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	20.4%	26.2%
Gender Bonus Gap	50.8%	32.2%

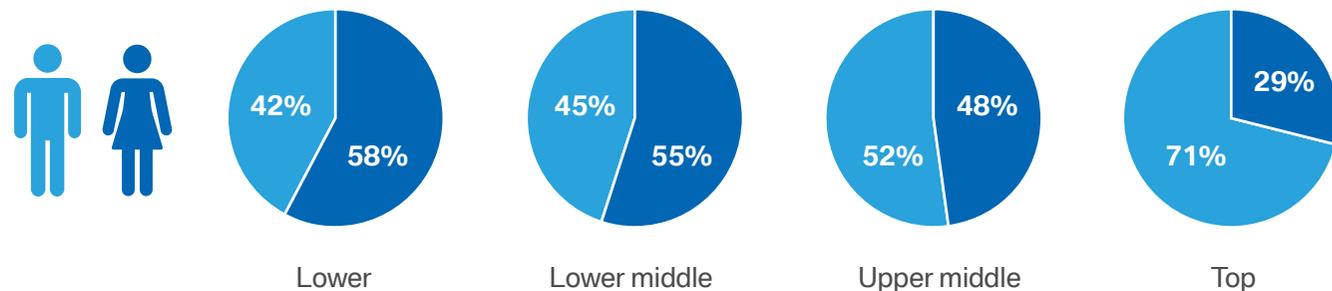
## Proportion of employees who received a bonus:



The Company offers a bonus programme to all employees.

## SALARY QUANTILES.

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



# CLOSING THE GAP.

BMW Group Financial Services UK, is committed to delivering initiatives to improve our ability to attract, engage and develop women and to achieve a gender balance at all levels. We are confident that achieving this balance will reduce our gender pay gap. Our Executive Board has committed to objectives aimed at increasing the number of women in senior roles. We have signed up to the HM Treasury Women in Finance Charter which is a pledge for gender balance across financial services.



Our Diversity Steering Group continues to support individual managers and departments in making increased diversity a priority across our group of companies. Network groups are well-established and run by our employees to raise awareness and implement change, covering areas like LGBT, Working Parents and Mental Health.

Many employees based at our Farnborough headquarters benefit from a flexible working environment which enables a better work-life balance and allows employees greater flexibility in managing their time commitments. We are working to encourage more flexible working across all levels.



We have invested in coaching and mentoring to support all our employees to build confidence, improve internal networks and enhance their career development within the organisation. In 2019, all our People Leaders have attended Inclusive Leadership training.

We're developing our Future Talent programmes – in 2018 and 2019 we participated in the Change 100 programme, offering internships to disabled students. We have signed up as a Disability Confident Employer, to allow us to take action to improve how we recruit, retain and develop disabled people.



**“I am a great believer in the power of a diverse workforce across all levels. BMW Financial Services has enabled me to not only enjoy a valued career for the past 8 years but also given me the opportunity to mentor other talented women, making them feel empowered and inspired to open up further opportunities within the organisation.”**

Rachel McDermott,  
General Manager, Group Brands



Having identified our six core Diversity and Inclusion Network Groups PRIDE (LGBT+), Timewise (Working parents and Part time working) Embrace (Culture, ethnicity and faith) Ability & Beyond (Visible and non-visible disabilities) Minds Matter (Mental and emotional Wellbeing) GENXT (all demographic networking and mentoring), we kick started an awareness campaign with an employee led video, framing why it is important to encourage and promote a culture that is both Diverse and Inclusive.

The groups held various sessions to plan their vision and mission statements, and shared best practice on how to start building the momentum. At the end of 2018 we sent out a survey on behalf of the six network groups in order to guide the focus areas heading into 2019 and enable us to start benchmarking. It is crucial we begin to leverage the importance of these groups in a way that encourages equal opportunity whilst educating and enriching our culture across all areas of the Organisation.

It's been a great start and there is much more to come in 2020.