

BMW (UK) LIMITED



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.

BMW (UK) Ltd 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 blue ink signature of Graeme Grieve.

Graeme Grieve
CEO



A blue ink signature of Helen Ward.

Helen Ward
HR Director



OUR MEASUREMENT.

At the time of the reporting period, BMW (UK) Limited employed 406 people across two sites in Farnborough and Thorne.

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.

DEFINITIONS

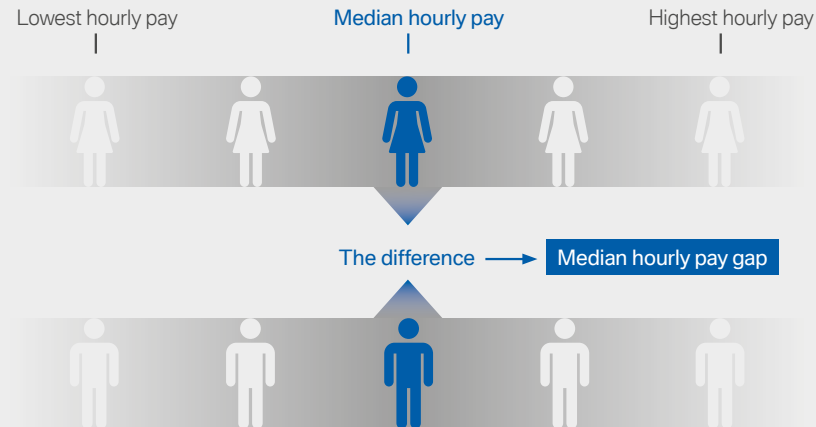
THE PRINCIPLE OF EQUAL PAY IS:

The right for men and women to receive equal pay for equal work.

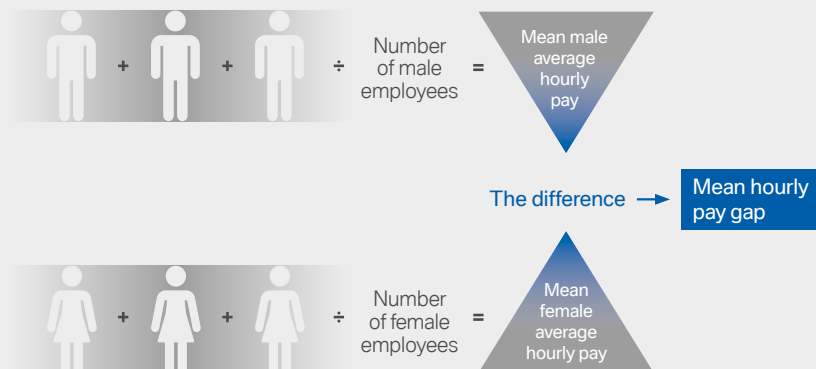
THE GENDER PAY GAP IS:

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.

How we calculate the gender pay gap median difference.



How we calculate the gender pay gap mean difference.



OUR FINDINGS.

BMW (UK) Limited's gender pay gap is strongly influenced by the fact that a high proportion of the executive board and senior leadership population are male. Their higher salaries relative to the larger number of women at lower levels of the organisation increase the male average overall.

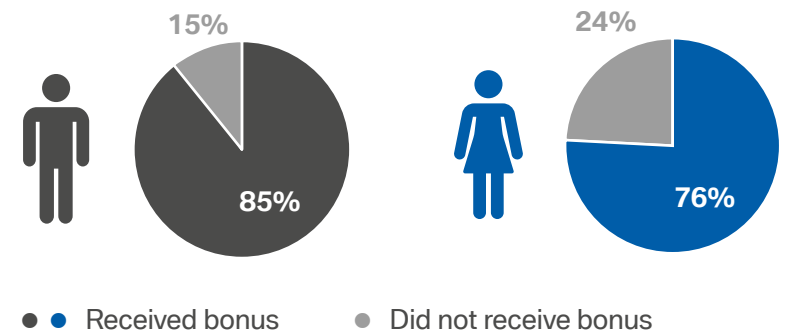
The bonus pay gap relates to the structure of our bonus arrangements, where bonus potential is set as a percentage of salary, which increases with grade. The higher number of men in the higher grades and therefore earning higher bonus values, has a significant effect on our bonus pay gap.

BMW (UK) Limited 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 throughout our business.

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

MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	16.7%	18.0%
Gender Bonus Gap	53.9%	48.4%

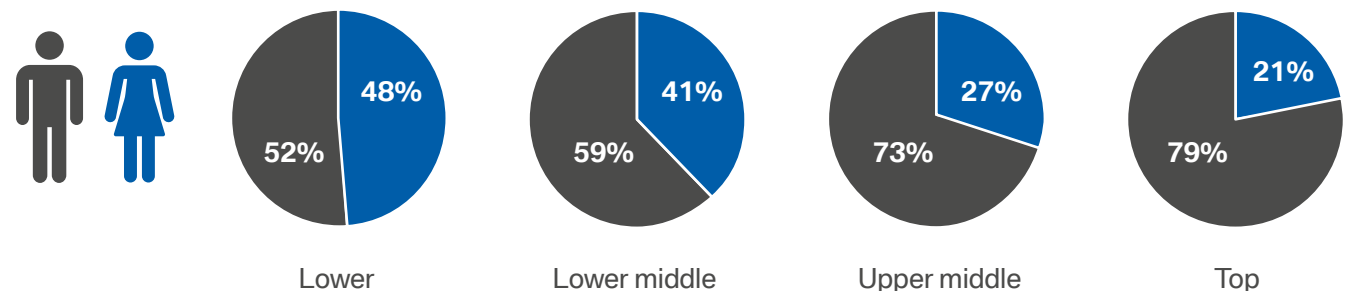
Proportion of employees who received a bonus:



The Company offers bonus programmes for all levels of employees which accounts for high inclusion rate.

SALARY QUANTILES.

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



CLOSING THE GAP.

We are committed to delivering existing and new initiatives to improve our ability to attract, engage and develop women and to achieve a gender balance at all levels of our business. We are confident that achieving this balance will reduce our gender pay gap. In addition, our Executive Board have committed to a number of objectives aimed at increasing the number of women in senior roles.

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.

Through my career within the BMW Group, I have been fortunate to get opportunities to work across lots of different areas of the business. At BMW UK, we have a strong culture of being authentic and are focusing on developing women throughout the organisation. I have been inspired by women at all levels of the company and I am personally committed and passionate about supporting the growth of the fantastic female talent in our business.

Leanne Thames,
General Manager Used Cars and Internal Sales



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) and 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.