

BMW Group Financial Services, UK



The Ultimate  
Driving Machine

# GENDER PAY GAP REPORT 2018.

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 stylized, handwritten signature in black ink.

**Mike Dennett**  
**CEO**



A handwritten signature in black ink that reads "Lesley Brookman".

**Lesley Brookman**  
**General Manager,**  
**Human Resources**





# OUR MEASUREMENT.

At the time of the reporting period, BMW Financial Services (GB) Limited employed 362 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.

## DEFINITIONS

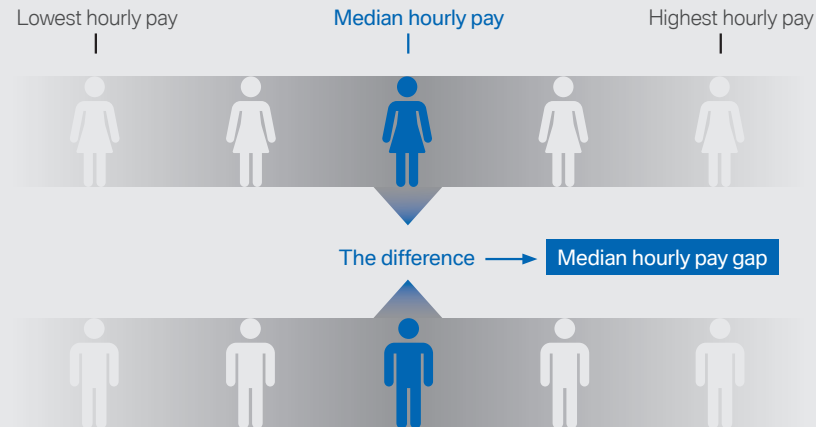
### THE PRINCIPLE OF EQUAL PAY IS:

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

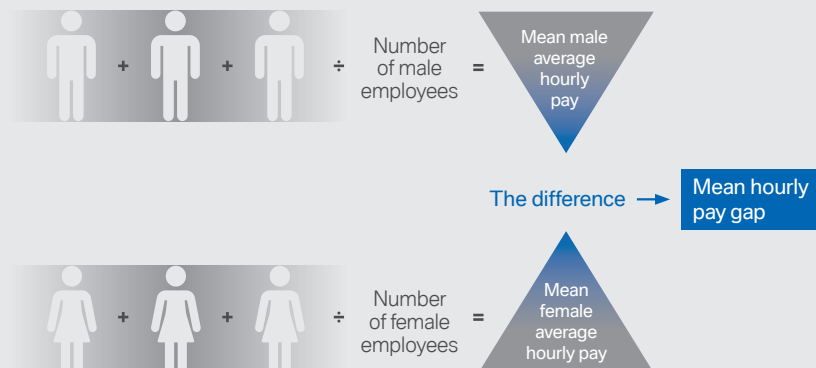
### THE GENDER PAY GAP IS:

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 median mean difference.



# 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.

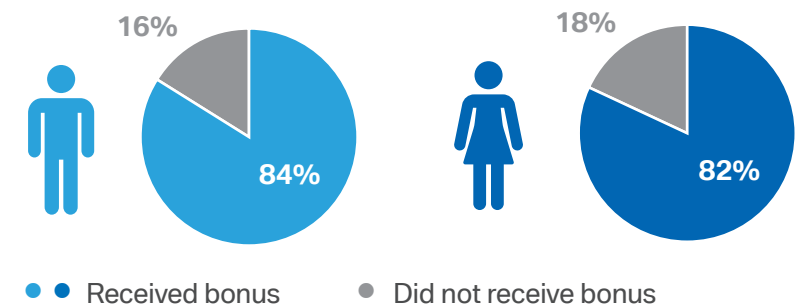
The bonus pay gap relates to the structure of our bonus arrangements, where bonus potential is set as a percentage of salary, which increases with grade. The higher number of men in the higher grades, and therefore earning higher bonus values, has a significant effect on our bonus pay gap.

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 2017/18 is as follows:

MEAN AND MEDIAN PAY AND BONUS GAP		
	MEAN (average)	MEDIAN (Middle)
Gender Pay Gap	20.1%	19.2%
Gender Bonus Gap	47.6%	38.8%

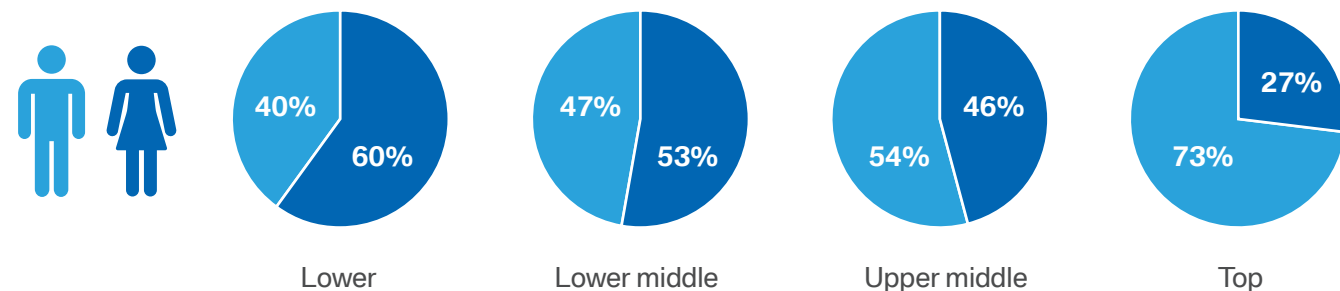
## Proportion of employees who received a bonus:



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.

A Diversity Group has been established to plan and steer interventions and support managers and departments in prioritising increased diversity across the BMW Group. Diversity and Inclusion Network Groups have been created and are run by associates passionate about increasing diversity. These groups address wider diversity topics beyond gender pay.

At our BMW Group HQ in Farnborough we have a flexible working environment enabling a better work-life balance and time management for employees. We are striving to encourage more flexible working across all levels.



We are investing in coaching and mentoring to support all our employees to build confidence, improve internal networks and enhance their career development within the organisation. We are running Inclusive Leadership training programmes to highlight and address the issue of unconscious bias during the recruitment and selection process. We are also undertaking

an extensive review to ensure succession planning, performance management, recruitment and training programmes all support a culture of increased diversity and inclusion.

Finally the Company is investing in intern programmes, apprenticeships and the Change 100 Programme which aims to remove barriers experienced by disabled people in the workplace and to allow them to achieve their potential.

**“As part of the BMW Financial Services Executive Board, not only do we actively support and develop women leaders, we are further committed and focused on prioritising diversity and reducing the gender pay gap on all levels across the organisation. In my role as COO, I continue to mentor, guide and develop aspiring individuals specifically from within the Operations division, with the aim of creating a potential pipeline of diverse leaders for the future.”**

Tracey Leith, Chief Operating Officer.



Nothing inspires an enriched culture of diversity and inclusion more than the whole organisation identifying networking opportunities that they participate in, shape and evolve themselves.

Working closely with the ENEI and Network group sponsors and leads, we have already held some keynote speaker sessions on mental health wellbeing alongside developing career path initiatives and fostering informal networks that allow us to connect to colleagues and share stories.

This is just the start of a permanent cultural shift that reflects not only our own organisational values, but those of our customers and surrounding communities.