



Mercedes-Benz South West

Gender Pay Gap Report 2017

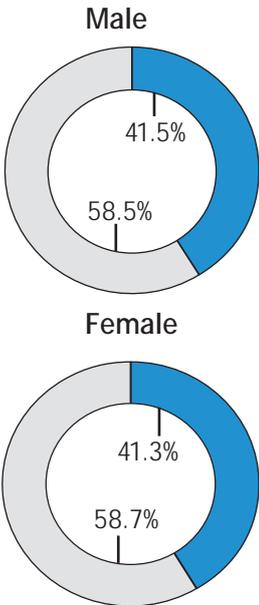
At Mercedes-Benz South West we are passionate about creating a diverse and inclusive place to work, with a commitment to equality and fairness at the heart of our values and everyday practices and policies. We aim to recruit, nurture and retain a diverse workforce that reflects the diversity of our customer base.

As part of this, we are committed to creating a gender balanced work force, ensuring that women have the same opportunity within the business to achieve strong career progression as men, which includes pay.

Gender Pay and Bonus Gap

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	19.91%	5.68%
Gender Bonus Gap	48.57%	84.08%

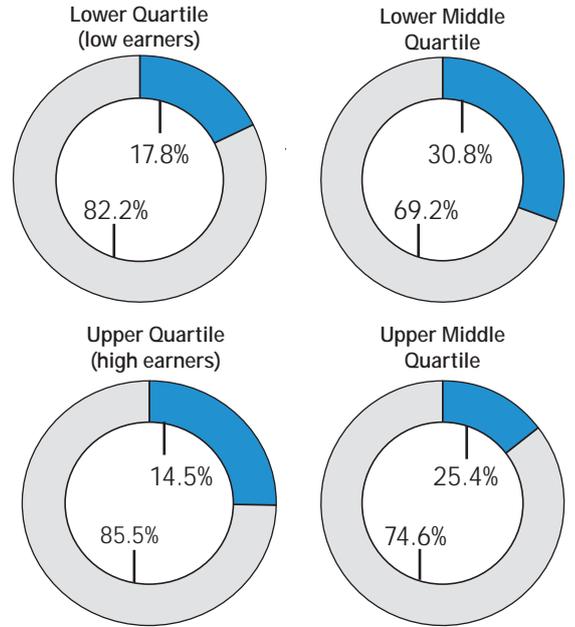
Proportion of Employees receiving a bonus



Our mean (average) gender pay gap is 19.91% while our median (middle) gender pay gap is 5.68%. Our gender pay gap is above the UK median average of just over 18%. Our Gender pay gap is driven by the uneven distribution of men and women across the business and the type of roles they do.

Our mean (average) gender bonus pay gap is 48.57% while our median (middle) gender bonus pay gap is 84.08%, which is due to a greater number of men than women in roles which carry a higher proportion of performance related variable pay, including a small team of directors. Across our wider workforce, we have a consistent approach to bonus earnings, with men and women having equal opportunities for roles involving performance related variable pay, with 41.53% and 41.35% receiving a bonus respectively.

Pay Band Quartiles



There are 117 employees in each quartile

Focus on closing the gap

We consider ourselves to be a business where everyone can progress in their careers and achieve their full potential and are committed to supporting people to do so. Our recruitment methods ensure that our vacancies are accessible to everyone and comply with The Equality Act 2010.

We are committed to attracting female candidates into what have historically been male dominated positions, with a focus on our apprenticeship programme and the development of an internal Future Management Programme for aspiring individuals.

Gavin Walker

Finance Director, Mercedes-Benz South West

Richard Syree

HR Manager, Mercedes-Benz South West

March 2018

Monitoring our performance

We will continue to monitor and analyse our gender pay gap so that we can create specific actions to reduce it. Our gender pay gap performance will be reported to the Board on a regular basis.

Our declaration

We confirm that our gender pay gap calculations are accurate and meet the requirements of the methodology set out in The Equality Act 2010 (Gender Pay Gap information) Regulations 2017.