



Mercedes-Benz South West

Gender Pay Gap Report 2018

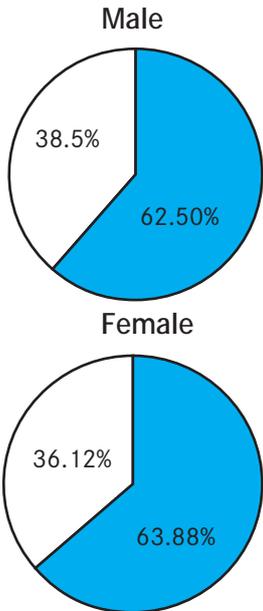
At Mercedes-Benz South West we are passionate about creating a diverse and inclusive place to work, with a commitment to equality and fairness at the heart of our values and everyday practices and policies. We aim to recruit, nurture and retain a diverse workforce that reflect the diversity of our customer 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	19.36%	7.54%
Gender Bonus Gap	42.75%	70.82%

Proportion of Employees receiving a bonus

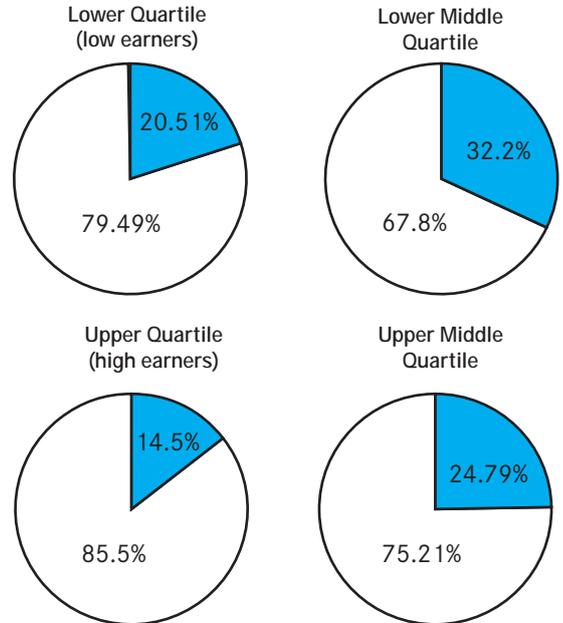


Our mean (average) gender pay gap is 19.36% while our median (middle) gender pay gap is 7.54%. Our gender pay gap is above the UK median average of just over 18%. Our gender pay gap is driven by the uneven distribution of men and women across the business and the type of roles they do.

Our mean (average) gender bonus pay gap is 42.75%, which is 5.82% lower than in 2017. Our median (middle) gender bonus pay is 70.82%, which is 13.26% lower than in 2017. The gap is still 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 61.50% and 63.88% receiving a bonus respectively.

Pay Band Quartiles



● Received a bonus
○ Did not receive a bonus

○ Male
● Female

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 continue with our commitment 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. We have recently experienced a number of internal promotions for female employees into management roles and have pro-actively celebrated these success stories.

Gavin Walker

Finance Director, Mercedes-Benz South West

Richard Syree

HR Manager, Mercedes-Benz South West

April 2019

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.