

## Mercedes AMG HPP Gender Pay Gap Figures

### What is the Gender Pay Gap?

The gender pay gap is the difference between the average (mean and median) earnings of men and women, expressed as a percentage of men's earnings.

The gender pay gap is distinctly different from the legal requirement under the Equality Act to pay men and women equally for work rated as equivalent.

Here at HPP we are committed to and confident that we offer equal pay to men and women for work rated as equivalent; to ensure this we routinely review our pay.

### What are HPP's gender pay gap figures?

	Current - April 2021		Previous year - April 2020	
<b>SNAP SHOT APRIL 2021</b>	<b>Median Hourly Pay</b>	<b>Mean Hourly Pay</b>	<b>Median Hourly Pay</b>	<b>Mean Hourly Pay</b>
Female	£16.04	£16.86	£16.23	£16.81
Male	£20.95	£25.37	£21.22	£25.29
<b>Pay Gap %</b>	<b>23.4%</b>	<b>33.5%</b>	<b>23.5%</b>	<b>33.5%</b>
<b>SNAP SHOT APRIL 2021</b>	<b>% Male</b>	<b>% Female</b>	<b>% Male</b>	<b>% Female</b>
Upper Quartile	96.8%	3.2%	96.2%	3.8%
Upper Middle Quartile	94.6%	5.4%	96.2%	3.8%
Lower Middle Quartile	95.7%	4.3%	94.6%	5.4%
Lower Quartile	81.6%	18.4%	84.2%	15.8%
<b>Total Male / Female Split</b>	<b>92.2%</b>	<b>7.8%</b>	<b>92.8%</b>	<b>7.2%</b>
<b>BONUS PAID APR 20 / MAR 21</b>	<b>Median Bonus</b>	<b>Mean Bonus</b>	<b>Median Bonus</b>	<b>Mean Bonus</b>
Female	£8,710.00	£7,028.71	£9,487.50	£8,137.41
Male	£9,864.00	£12,041.93	£10,650.00	£15,118.16
<b>Bonus Gap %</b>	<b>11.7%</b>	<b>41.6%</b>	<b>10.9%</b>	<b>46.2%</b>
<b>BONUS PAID APR 20 / MAR 21</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
Total Number of Employees	687.0	62.0	697.0	58.0
Number who received a bonus	670.0	53.0	690.0	58.0
<b>% of Males &amp; Females Receiving a Bonus</b>	<b>97.5%</b>	<b>85.5%</b>	<b>99.0%</b>	<b>100.0%</b>

### Why is there a Gender Pay Gap?

The gender pay gap is driven by a larger number of men in higher paid roles within the company.

8% of HPP's employees are female. This is reasonably typical for engineering, where in 2020 women accounted for just over 10% of engineering professionals

<https://www.wisecampaign.org.uk/statistics/updated-workforce-statistics-to-september-2020/>

**What is HPP doing to improve diversity?**

HPP is serious about improving all aspects of diversity, as we believe that a diverse workforce is a competitive workforce.

HPP has a large student population, with long established Graduate, Placement and Apprenticeship schemes. Also at the end of 2020 we introduced an Academy Trainee scheme, which helps to improve diversity through social mobility, allowing for staff to trial entry level positions where they would not usually have the required skills, knowledge or experience.

There are typically between 200 and 250 students at any time are employed by HPP, and these students go on to fill the majority of vacancies within HPP. We are therefore working hard to improve diversity within the student population, as over time we believe that this will help to improve diversity within HPP. At the time that this is published (March 2022) 19% of HPP's student population is female.

I confirm that the data reported is accurate.



Hywel Thomas, Managing Director