

## 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 Year		Previous Year	
<b>SNAP SHOT APRIL 2022</b>	<b>Median Hourly Pay</b>	<b>Mean Hourly Pay</b>	<b>Median Hourly Pay</b>	<b>Mean Hourly Pay</b>
Female	£15.72	£18.11	£16.04	£16.86
Male	£22.37	£28.12	£20.95	£25.37
<b>Pay Gap %</b>	<b>29.7%</b>	<b>35.6%</b>	<b>23.4%</b>	<b>33.5%</b>
<b>SNAP SHOT APRIL 2022</b>	<b>% Male</b>	<b>% Female</b>	<b>% Male</b>	<b>% Female</b>
Upper Quartile	97.0%	3.0%	96.8%	3.2%
Upper Middle Quartile	95.0%	5.0%	94.6%	5.4%
Lower Middle Quartile	92.0%	8.0%	95.7%	4.3%
Lower Quartile	81.9%	18.1%	81.6%	18.4%
<b>Total Male / Female Split</b>	<b>92.8%</b>	<b>7.5%</b>	<b>92.2%</b>	<b>7.8%</b>
<b>BONUS PAID APR 21 / MAR 22</b>	<b>Median Bonus</b>	<b>Mean Bonus</b>	<b>Median Bonus</b>	<b>Mean Bonus</b>
Female	£8,889.85	£6,752.92	£8,710.00	£7,028.71
Male	£10,555.76	£13,520.88	£9,864.00	£12,041.93
<b>Bonus Gap %</b>	<b>15.8%</b>	<b>50.1%</b>	<b>11.7%</b>	<b>41.6%</b>
<b>BONUS PAID APR 21 / MAR 22</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
Total Number of Employees	753.0	74.0	687.0	62.0
Number who received a bonus	714.0	71.0	670.0	53.0
<b>% of Males &amp; Females Receiving a Bonus</b>	<b>94.8%</b>	<b>95.9%</b>	<b>97.5%</b>	<b>85.5%</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?

For HPP, Diversity, Equity and Inclusion is a business priority, not a compliance necessity. We understand that having diverse representation is a prerequisite for harvesting diverse experiences and perspectives and by creating a diverse and inclusive workplace where all employees truly feel able to bring their whole self to work and where contributions are encouraged, welcomed and valued, we can unleash an explosion of ideas, innovation, new perspectives and creative problem solving.

We know that to enact change we must commit to impactful actions, to support this we have introduced a D, E & I Roadmap with three pillars and a clear strategy to measure our progress.

### HPP Priority

Embed D, E & I within our HPP DNA

Introduce Maturity Roadmap and use to measure progress and drive impactful action

Work collaboratively with peer Organisation's and those in relative Industries to enact change, remove systemic barriers and inspire those from underrepresented groups to pursue a career in Motorsport and Engineering

### Inclusive Culture

Inclusive Leadership where Leaders & Managers are accountable for creating an inclusive environment

Employees who understand and embrace the importance of D, E & I

An inclusive culture where all employees can be their true self, feel a sense of belonging, thrive and reach their full potential here at HPP

### Diverse Representation

Focused D, E & I Project Teams

Harvest Talent from a wide talent pool, attracting and engaging talent with the skills needed to deliver against our priorities and who will bring the ideas and innovation we need to succeed as a high performing organisation

Establish external partnerships who will support HPP to identify opportunities to improve and implement meaningful and positive change

Progress we have made over the last 12 months has included:

- The appointment of a dedicated Diversity professional at a managerial level.
- The creation of a Diversity Steering Committee, to support HPP to achieve its DE&I ambition and progress the Organisation through the maturity roadmap, and act as an advisory committee to the Organisation
- The introduction of several Employee Network Groups and Project Teams, that focus on particular aspects of D,E&I
- Commencing our learning journey with our Management and Senior Leadership Team attending focused sessions on D,E&I, with the same programme now being rolled out across all of our Line Managers throughout 2023.
- We are delighted to have formed new partnerships with the Women's Engineering Society and AFBE-UK who will support our D,E&I strategy, sharing insights, advice and creating opportunities for our employees to access and act as role models
- We continue to partner Universities and other enterprises such as Girls on Track to empower, inspire and nurture future talent across our industry.

Our 2023 strategy includes key actions and interventions as we commit to reviewing our family policies and our talent attraction and employee lifecycle processes to challenge any barriers to access and create opportunities to thrive.

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