

# Plant Hams Hall 2024 Gender Pay Gap Report

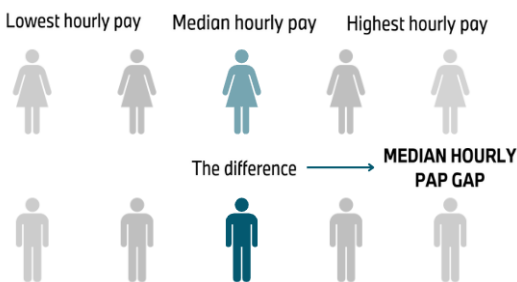
Plant Hams Hall continues to produce the latest generation of BMW Twin Power three and four – cylinder petrol engines as well as integrating the production of V8 and V12 engines into the Plant. At the time of the 2024 reporting period, BMW Hams Hall Motoren GmbH employed 963 associates.

## WHAT IS THE GENDER PAY GAP?

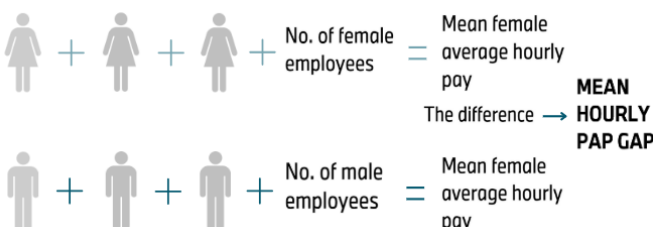
The Gender Pay Gap is the difference between the average pay and bonuses of all men and women across an organisation.

The Gender Pay Gap does not measure equal pay, which relates to what women and men are paid for performing equal work.

## HOW WE CALCULATE THE GENDER PAY GAP MEDIAN DIFFERENCE



## HOW WE CALCULATE THE GENDER PAY GAP MEAN DIFFERNECE



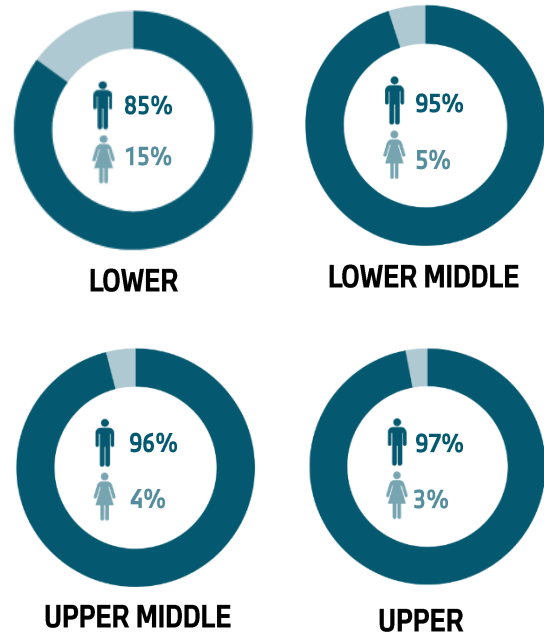
## OUR RESULTS

The Gender Pay Gap data for Plant Hams Hall Motoren GmbH on April 5th 2024 is as follows:

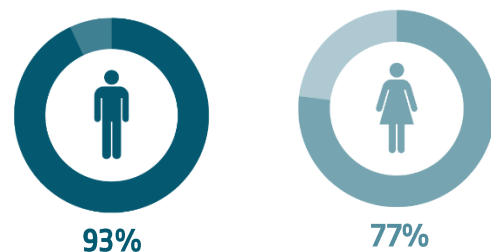
MEAN AND BONUS PAY AND BONUS GAP		
	MEAN (Average)	MEDIAN (Middle)
Gender Pay Gap	14.6%	9.4%
Gender Bonus Gap	10.4%	8.1%

## SALARY QUANTILES:

The proportion of males/females in each quartile pay band is as follows:



## PROPORTION OF ASSOCIATES WHO RECEIVED A BONUS:



# Plant Hams Hall

## 2024 Gender Pay Gap Report

### WHY DO WE HAVE A GAP?

As is typical of many manufacturing companies, our workforce is comprised of considerably more men than women. At Plant Hams Hall, our associates are 93% male and 7% female. The main factors which drive our Gender Pay Gap results continue to be:

#### WORKING PATTERNS

There is a higher proportion of men working in production and engineering roles who operate on shift patterns which attract a shift premium payment.

#### PART TIME ROLES

There is a higher proportion of women than men who work part time. Whilst this has no impact upon a women's hourly basic pay, it does impact other elements of total remuneration, including bonus payment.

#### WOMEN IN SENIOR LEADERSHIP ROLES

We currently have very few women in senior leadership roles at Plant Hams Hall.

We continue to focus on building a diverse and inclusive work environment, but we are realistic that meaningful change will take time and a number of internal/external factors may impact our ongoing progress.

### WHAT WE'RE DOING TO CLOSE THE GAP.

#### CONSISTENT APPROACH TO REWARD TOPICS.

We ensure that there is a consistency in the approach to reward topics between men and women, which includes 'spot' pay rates in non-management roles and a structured approach to pay and bonus determination for management associates.

#### ENCOURAGE WOMEN IN OUR WORKFORCE.

We focus on our Future Talent programmes as a key area to address the current gender imbalance in our workforce.

#### REMOVING ANY BARRIERS TO DEVELOPMENT.

We regularly review our policies and processes to ensure that we are removing any barriers for women to fulfil their potential at the Plant. We offer flexible working opportunities and ensure robust succession planning activities are undertaken to maximise opportunities.

We support the UK government's drive for companies to be more transparent on gender pay issues and confirm that the data is accurate and in line with The Equality Act (Gender Pay Gap Information) Regulations 2017.



Dirk Dreher  
Plant Director



Robert Shankly  
HR Director