



2017 GENDER PAY GAP REPORT

This statement is made to comply with Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 that requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. This report is for Pirelli Tyres Limited.

Introduction

Pirelli Tyres Limited is committed to the prevention of discrimination in all areas of working life, including selection and all decisions related to remuneration, professional status, assignment of responsibilities, training and career development. All such decisions are made solely and exclusively on the basis of the competencies, experience and professional potential.

Report

All data reported is the data as at the snapshot date April 5th 2017.

- Mean gender pay gap
 - Definition: The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - The difference in mean pay is 8.3%
- Median gender pay gap
 - Definition: The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
 - The difference in median pay is 10.2%
- Mean bonus gap
 - Definition: The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
 - The difference in mean bonus pay is 41.0%
- Median bonus gap
 - Definition: The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
 - The difference in median bonus pay is 18.0%
- Bonus proportions
 - Definition: The proportions of male and female relevant employees who were paid bonus pay during the relevant period
 - Proportion of males receiving a bonus was 6.3%
 - Proportion of females receiving a bonus was 22.6%



- Quartile pay bands
 - Definition: The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands
 - Lower Quartile contains 86.1% male and 13.9% female
 - Lower Middle Quartile contains 96.7% male and 3.3% female
 - Upper Middle Quartile contains 96.4% male and 3.6% female
 - Top Quartile contains 92.7% male and 7.3% female

Conclusion

Our results are reflective of a mature industry that is traditionally male dominated within a 24/7 factory environment. Technological changes and ergonomic improvements within our manufacturing environment, along with supportive family friendly policies, mean that there is no barrier to women working in any position within our business and we would welcome their applications.

I confirm that the information provided within this report is accurate and meets the legislative requirements.

For and on behalf of Pirelli Tyres Limited

A handwritten signature in blue ink, appearing to read "Evan Reddall".

Evan Reddall
HR & Controlling Manager
April 2018