



2018 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 2018.

- 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 4.2%
- 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 6.6%
- 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 57.9%
- 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 41.3%
- 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 8.5%
 - Proportion of females receiving a bonus was 47.1%



- 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 89.2% male and 10.8% female
 - Lower Middle Quartile contains 97.4% male and 2.6% female
 - Upper Middle Quartile contains 96.5% male and 3.5% female
 - Top Quartile contains 91.5% male and 8.5% female

Changes v Previous Year

This year shows an improvement (i.e. a reduction) in both the Mean Gender Pay Gap (2019 is 4.2% and 2018 was 8.3%) and the Median Gender Pay Gap (2019 is 6.6% and 2018 was 10.2%).

There is also improvements in pay distribution, with the percentage of women in the lower quartile pay band reducing (2019 is 10.8% and 2018 was 13.9%) and in the upper quartile pay band increasing (2019 is 8.5% and 2018 was 7.3%).

Conclusion

Our results remain 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

Evan Reddall
HR Director
April 2019