

# McLAREN GENDER PAY GAP 2020

DATA FROM APRIL 2019 - APRIL 2020

# ABOUT THIS REPORT

The gender pay gap measures the difference between the average hourly earnings of men and women.

As a UK-headquartered company employing more than 250 people, McLaren Automotive publishes details of our gender pay gap each year – as required by the UK Government.

This report represents a snapshot of the 12 month pay period ending 5 April 2020.



## GENDER PAY GAP VERSUS EQUAL PAY

The gender pay gap is different from equal pay.

Equal pay concerns the pay difference between men and women who carry out the same or similar jobs.

The gender pay gap is about the pay difference between men and women across all jobs and all levels within an organisation.

# 2020



# OUR COMMITMENT

McLaren Automotive is fully committed to gender equality. In the last year, we've continued to strengthen our efforts to build a fair and diverse workplace across all areas of our business.

From the development of our family friendly policy - designed with the working needs of all parents at its heart - to taking the science and technology of McLaren directly into schools and colleges, we are delighted to see the results of our activities around diversity and inclusion coming to life.

Through our network of McLaren Science, Technology, Engineering and Maths (STEM) ambassadors, we're working with young people to develop their interest in STEM fields and the arts, as we continue our efforts to inspire future generations of men and women to choose careers in the automotive industry.

We are also committed to evolving an inclusive culture and working environment - one where everyone feels they can bring their authentic selves to work and enjoy a fair and equal experience.

Yet, as with the development of the supercars we create, we recognise that there is always more we can do.

Our new business plan - titled Horizon2030 - will see a hugely ambitious development and expansion of the McLaren model lineup. And achieving its aims depends on the continued improvement of our culture.



**Mike Flewitt**  
Chief Executive Officer,  
McLaren Automotive



**Mandeep Dhatt**  
Executive Director, Human Resources,  
McLaren Automotive



# OUR RESULTS

These figures show that the median pay for female employees at McLaren is 5.18% lower than male employees - significantly lower than the national average.

In 2018 - the last full year where reporting figures are available - our gender pay gap was smaller than the national average. And as this year's results show, we've now closed the gap further still.

The gender pay gap shows the difference between median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

## McLaren Automotive

5.18%

MEDIAN GENDER PAY GAP

## All UK industries

15.5%<sup>1</sup>

MEDIAN GENDER PAY GAP

All figures reflect hourly pay rate

### SOURCE

1. Office for National Statistics, Gender pay gap in the UK: 2020. Published 3 November 2020.  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020>



2020

## BONUS PAY

The figures below show that the mean bonus paid to female employees at McLaren was 25.84% lower than male employees, while the median bonus was 80.58% lower.

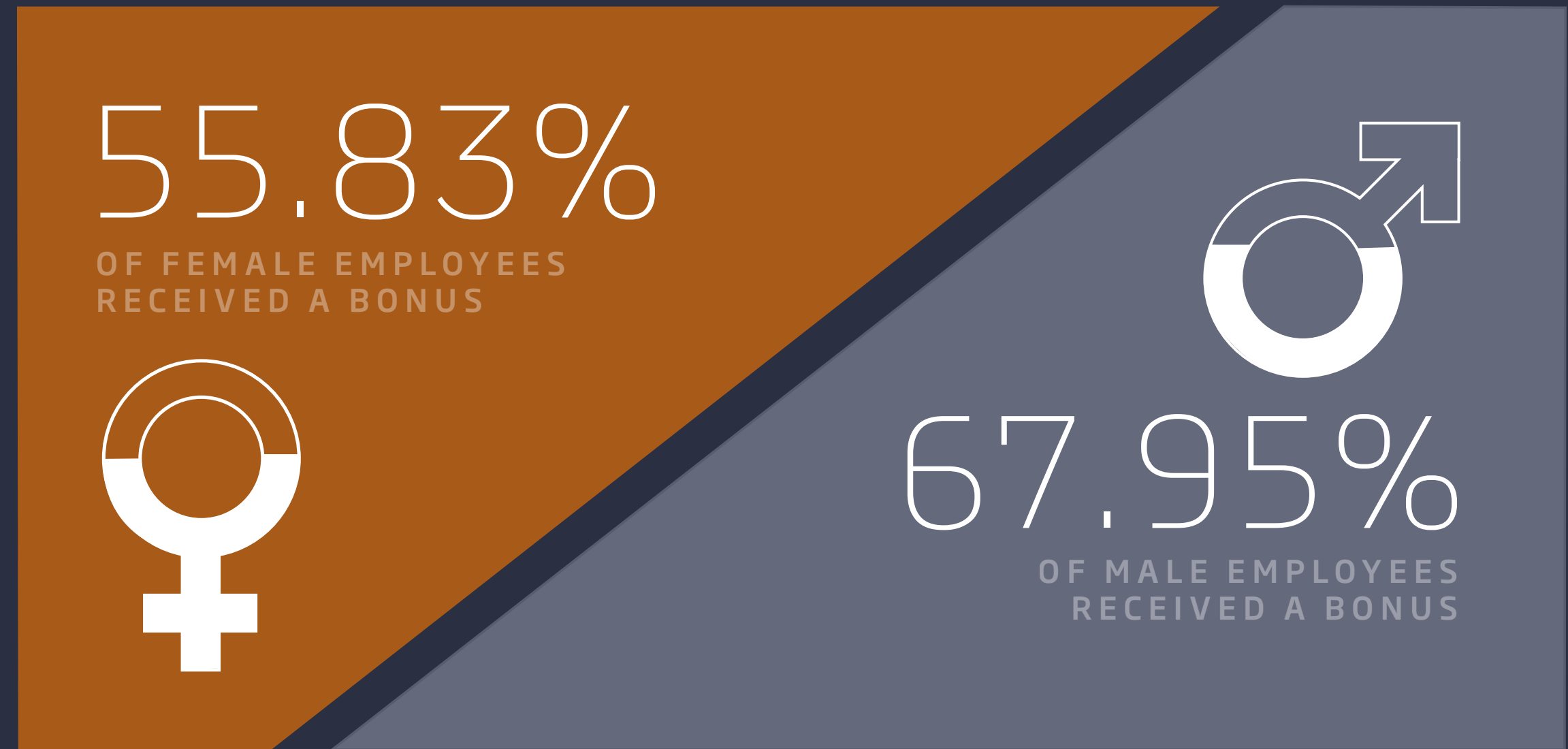
In addition, a greater proportion of our male employees received a bonus compared to our female employees.

**25.84%** MEAN GENDER PAY GAP

**80.58%** MEDIAN GENDER PAY GAP

**Mean and median:**

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees.

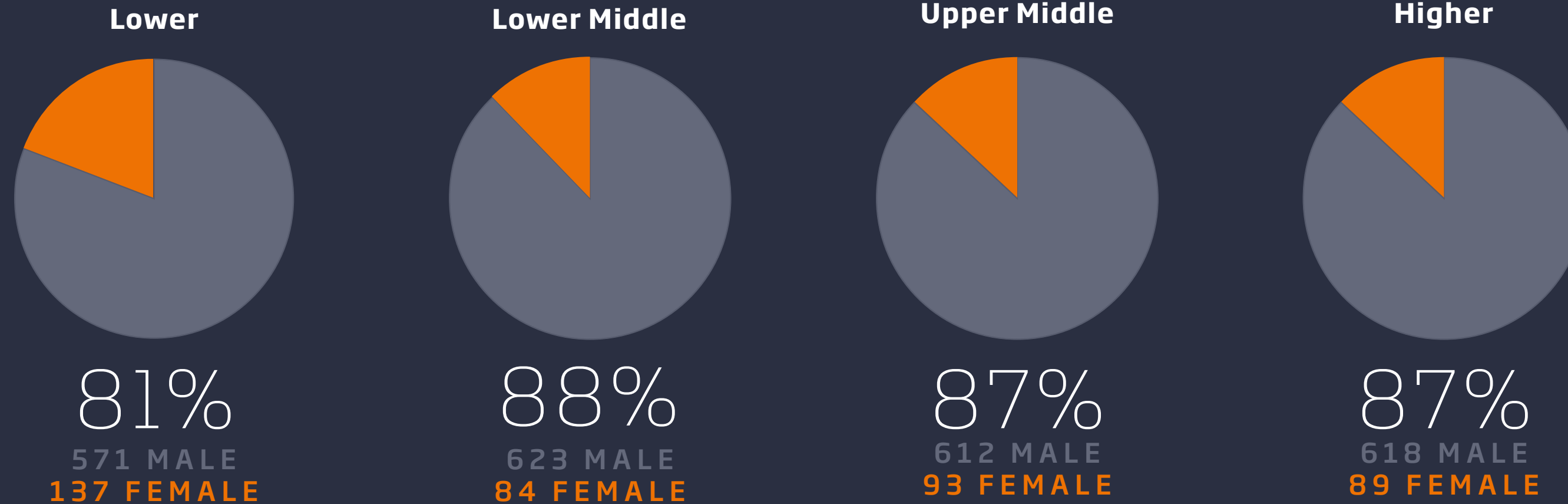


2020

# PAY QUARTILES

This is where we split our entire workforce into four equally sized parts based on their hourly pay, then split each part by gender.

It's designed to show the pay level of female and male employees across the organisation, expressed as a percentage of female employees pay in comparison with male employees.



2020

# OUR ANALYSIS

We are confident that men and women are paid equally for doing equivalent jobs.

McLaren Automotive operates in the innovation, manufacturing, engineering and motorsports industries which all have historically higher proportions of male employees.

Our gender pay gap is driven by the high proportion of men we employ within our business - in particular within our most senior roles - coupled with the relative scarcity of women within our sector's talent pipeline.

## Physics students

20%

JUST 20% OF A-LEVEL PHYSICS STUDENTS ARE FEMALE. THIS PERCENTAGE HAS REMAINED STATIC FOR 25 YEARS<sup>1</sup>

## Undergraduates

15.1%

ONLY 15.1% OF ENGINEERING AND TECHNOLOGY UNDERGRADUATES IN THE UK ARE FEMALE<sup>2</sup>

## Engineering workforce

12%

WOMEN MAKE UP JUST 12% OF THE UK ENGINEERING WORKFORCE<sup>3</sup>

### SOURCES

1. Why Not Physics?, Institute of Physics 2018, 2. <https://www.wes.org.uk/content/wesstatistics#:~:text=15.1%25%20of%20engineering%20undergraduates%20in%20the%20UK%20in%202017%20are%20women.&text=Compared%20with%20India%3A%20where%20over,of%20engineering%20students%20are%20women.&text=The%20proportion%20of%20young%20women,remained%20virtually%20static%20since%202012.>
3. <https://www.engineeringuk.com/media/1691/gender-disparity-in-engineering.pdf>.

2020

# OUR ACTIONS

We're constantly working to reduce our gender pay gap. We've set out three specific measures to help achieve this goal.

01

We will continue to benchmark the salaries of McLaren Automotive roles against the market to make sure all our people are paid fairly.

02

We have planned a series of career development forums with our employees designed to help support them with career mobility within McLaren Automotive.

03

We will continue to champion STEM subjects by bringing the world of McLaren Automotive to young people, both male and female, through careers fairs and talks in schools, colleges and universities as well as leading wider initiatives including the BBC Blue Peter 'Supercar of the Future' design and engineering competition.



2020





**"I GET TO DO TRULY AMAZING  
WORK IN MY ROLE AT McLAREN,  
AND I'M PASSIONATE ABOUT  
ENCOURAGING THE NEXT  
GENERATION OF ENGINEERS AND  
SCIENTISTS. HOPEFULLY THE  
CELEBRATION OF AWARDS LIKE  
THIS CAN INSPIRE MORE YOUNG  
WOMEN EVERYWHERE TO PURSUE  
CAREERS IN TRADITIONALLY  
MALE-DOMINATED FIELDS."**

Ella Podmore, Materials Engineer  
IET Young Woman Engineer of the Year 2021