

GENDER PAY REPORT

APRIL 2017 SNAPSHOT



AMG
PETRONAS
MOTORSPORT



**15.1% OF ENGINEERING
UNDERGRADUATES IN THE UK
IN 2017 ARE WOMEN****



**WOMEN MAKE UP 14% OF
TOTAL ENGINEERING AND
TECHNOLOGY GRADUATES***



**2017 SURVEYS INDICATE 11%
OF THE ENGINEERING
WORKFORCE IS FEMALE****

*Source: <https://www.wisecampaign.org.uk/resources/2018/02/core-stem-graduates-2017>

**Source: 2017 The Women's Engineering Society
<http://www.wes.org.uk/content/wesstatistics>

In 2017, it became a legal requirement for all UK companies with a workforce of more than 250 people to measure and publish their gender pay gap.

The rationale behind this government initiative is to build greater awareness of gender imbalance within UK industry, and to encourage companies to consider ways of reducing disparity.

This is particularly relevant for the engineering and manufacturing sectors. 2017 surveys indicate only 11% of the engineering workforce in the UK is female. Whilst this is a positive change from 9% in 2015, the UK still has the lowest percentage of female engineering professionals in Europe.

In 2017 50% of all GCSE physics students were girls, but that becomes only around 20% at A-Level** and this has not changed in 25 years. This shortage of female students translates through to higher education, where only 15.1% of engineering undergraduates in 2017 were women.



WE WELCOME THE GENDER PAY INITIATIVE. WE ARE ACUTELY AWARE THAT INDUSTRIES SUCH AS ENGINEERING AND MANUFACTURING HAVE TRADITIONALLY HAD SMALLER PROPORTIONS OF FEMALE EMPLOYEES IN SENIOR POSITIONS, WHICH INEVITABLY CREATES LARGER AVERAGE PAY GAPS.

EQUAL PAY

When discussing this subject, it is first important to explain that 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 distinct from the legal requirement under the Equality Act to pay men and women equally for doing similar jobs.

During 2016/2017 we worked with external advisors, Inglis Jones Kincaid Ltd, to fairly, objectively and systematically compare roles across the team.

By the end of the project with Inglis Jones Kincaid Ltd, we were confident that there were no pay discrepancies.

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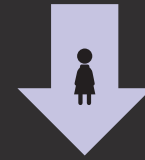
IN MY PROFESSIONAL OPINION, MERCEDES-AMG PETRONAS ARE ABLE TO DEMONSTRATE BOTH POLICY AND PRACTICE OF EQUAL PAY FOR EQUAL WORK, BASED ON THE DETAILED CONSIDERATION OF EACH ROLE WITHIN THE TEAM.

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GILES JONES,
INGLIS JONES KINCAID LTD.

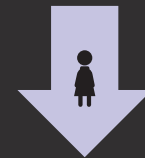
PAY GAP

Based on a snapshot of data from April 2017, we are required to publish gender pay gap figures as follows:



35%

LOWER (MEAN)



17%

LOWER (MEDIAN)

On average, women working in this team earn 35% less per hour than men. The median figure is 17% less per hour.

This figure difference is driven by the fact that there are more men in senior, higher-paid roles within the team, which is a consequence of the fact that women make up only 9% of our total workforce.

This is not uncommon in the engineering profession as a whole, where women make up only 11% of employees.

Source:

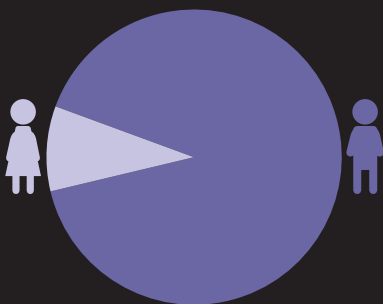
<http://www.wes.org.uk/content/wesstatistics>

PERCENTAGE OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE

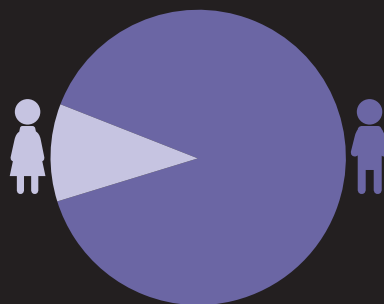
PAY QUARTILES

	MEN	WOMEN
TOP QUARTILE	95%	5%
UPPER MIDDLE QUARTILE	96%	4%
LOWER MIDDLE QUARTILE	89%	11%
LOWER QUARTILE	84%	16%

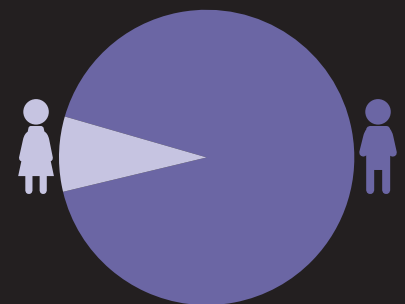
Pay quartile data shows that our population is made up predominantly of men in all four quartiles. This data largely demonstrates the reason for our gender pay gap.



9% OF OUR EMPLOYEES ARE FEMALE



12% OF UNDERGRADUATE PLACEMENTS ARE FEMALE



8% OF OUR GRADUATES ARE FEMALE

NON-TECHNICAL EMPLOYEES



41% FEMALE

TECHNICAL EMPLOYEES



4% FEMALE

BONUS GAP

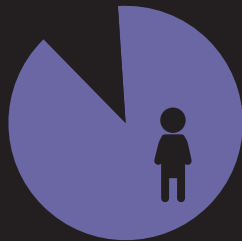
Our bonus pay gap (59% mean, 0% median) is driven by the variety of bonus structures being employed in the business and the number of men in senior roles.

59%

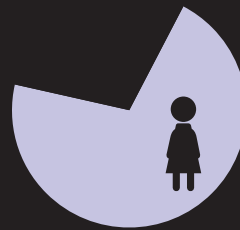
**LOWER
(MEAN)**

0%

**LOWER
(MEDIAN)**



**94% OF MEN
RECEIVED
BONUSES**



**86% OF WOMEN
RECEIVED
BONUSES**

All male and female employees who were employed on the bonus payment date in January, and not serving notice to leave, received a bonus for the 2016 Formula One Constructors' Championship win.

WHAT WE ARE DOING TO CLOSE THE GAP



Together with the rest of the engineering industry, we recognise that we have a shortage of women in senior roles. This is not where we want to be and we would like to improve our position.

We are committed to ensuring that no employee receives less favourable treatment than another because of their age, gender, disability and other protected characteristics.

We will also continue to actively support and develop our talented employees, as well as trying to increase the proportion of women working in our team, because we believe this will create a stronger and more capable organisation for the future.

Our talent management committee is tasked with exploring opportunities to promote gender diversity.

We are proud to support 'Dare 2 be Different' - an initiative launched to help inspire, connect and develop women who work in or would like to work in motorsport.

We are pleased to be sponsoring International Women in Engineering Day which is held on 23rd June each year. Through this, we will join the campaign to attract more female talent into engineering based roles.



INTERNATIONAL WOMEN
In ENGINEERING DAY

23 June 2018



OUR COMMITMENT

We are actively committed to supporting initiatives that drive female talent by inspiring girls and young women to seek careers in engineering.

We share the same mission within our Formula One team, whether we are male or female, which is to build a legacy of championship-winning Silver Arrows race cars. In the same way, we strive to create a culture where our female colleagues can thrive and succeed.

I'm pleased to see a growing number of women in engineering roles across all the technical functions of our team but there is still more to do if we are to also encourage the next generation.

I confirm that the data reported is accurate.

A handwritten signature in white ink, likely belonging to Toto Wolff, positioned above his name.

TOTO WOLFF, TEAM PRINCIPAL & CEO