



2022 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 UK Tyres Limited.

Introduction

In the conviction that equal opportunities among men and women are substantial assets to drive performance, engagement and innovation from a company and social perspective as well, Pirelli UK 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 2022.

- 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 8.7%
- 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 9.9%
- 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 -2.1%
- 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 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 93.7%
 - Proportion of females receiving a bonus was 84.6%
- 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 85.1% male and 14.9% female
 - Lower Middle Quartile contains 95.7% male and 4.3% female
 - Upper Middle Quartile contains 96.7% male and 3.3% female
 - Top Quartile contains 92.4% male and 7.6% female

Changes v Previous Year

This year shows changes in both the Mean Gender Pay Gap (2022 is 8.7% and 2021 was 13.7%) and the Median Gender Pay Gap (2022 is 9.9 % and 2021 was 15.2%).

There are also changes in pay distribution, with the percentage of women in the lower quartile pay band (2022 is 14.9% and 2021 was 16.5%) and in the upper quartile pay band (2022 is 7.6% and 2021 was 6.5%).

Conclusion

Percentage of female workforce has grown by 0.5% overall, with a slightly improved change of 0.6% for operative functions that are traditionally, and still, male dominated in our 24/7 tyre factories. Pirelli has been implementing relevant technological changes and ergonomic improvements within its manufacturing environment, along with supportive family friendly policies and welcome female applications for all and any of our opened positions, on the road to increase diversity as a key asset for engagement and organizational well-being.

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

For and on behalf of Pirelli UK Tyres Limited

Evan Reddall
HR Director
March 2023