

# Bentley Motors Gender Pay Gap Report 2018

Bentley Motors is the world's most sought-after luxury car brand. Our cars are designed, engineered and hand-crafted by our 4,000+ dedicated Colleagues at our headquarters in Crewe, Cheshire. Like most automotive manufacturers the majority of our workforce is male, however Bentley is committed to addressing the gender balance and reducing the gap.

Bentley is passionate about developing our Colleagues through their careers, regardless of gender, and in 2019 has been named a Top Employer for the eighth successive year by the internationally-recognised *Top Employer Institute*. Bentley is also a member of the 30% Club, an initiative aimed at getting more women into senior leadership positions in business.



UK Automotive 30% Club

@auto30club | automotive30club.co.uk

## THE GENDER PAY GAP

This is the difference between men and women's average pay, expressed as a percentage of the men's pay. While Bentley Motors is pleased to be reporting a median pay gap significantly lower than the Office for National Statistics' 2018 median gap, we are committed to reducing it still further.



## DRIVING CHANGE

Bentley Motors is committed to developing its own talent and ensuring women at all levels of their careers have access to learning, development and support to enable them to progress.



HELEN DAVOCK  
HEAD OF LABORATORY

One of the ways in which the gender pay gap can be reduced in industries such as automotive or manufacturing is by ensuring more women have access to tools and opportunities to develop STEM careers. This will enable them to reach higher levels of management within engineering and manufacturing fields. Women also need to be encouraged to explore STEM subjects at a younger age to help them make the decisions which will lead to successful STEM careers later on. The leading female engineers of tomorrow need our support today.



PHOEBE JAY  
MANUFACTURING COLLEAGUE

I knew I wanted a career within a STEM industry after completing my A Levels so I joined Bentley Motors as an apprentice in the paint shop. During that time I was the only girl in my group, but since then I've already seen an increase in female apprentices, which is great as there are so many opportunities to develop and learn new skills. Since finishing my apprenticeship I've joined a team focused on launching new models and have set a clear progression plan over the next few years. I'd highly recommend that young women looking for an interesting and fulfilling career consider studying STEM subjects and look to careers within these fields.



## BENTLEY'S GENDER PAY AND BONUS GAPS

♂ = MALE   ♀ = FEMALE

### MEDIAN GAPS

The median is the middle value between the highest and lowest values.



**EQUAL PAY**

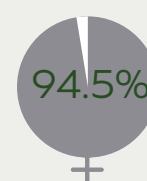
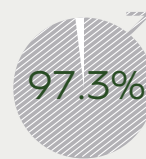
Equal pay is the difference in pay between a man and a woman doing a role of equal value. This is not the same as the gender pay gap. Bentley ensures equal pay for our Colleagues.

### MEAN GAPS

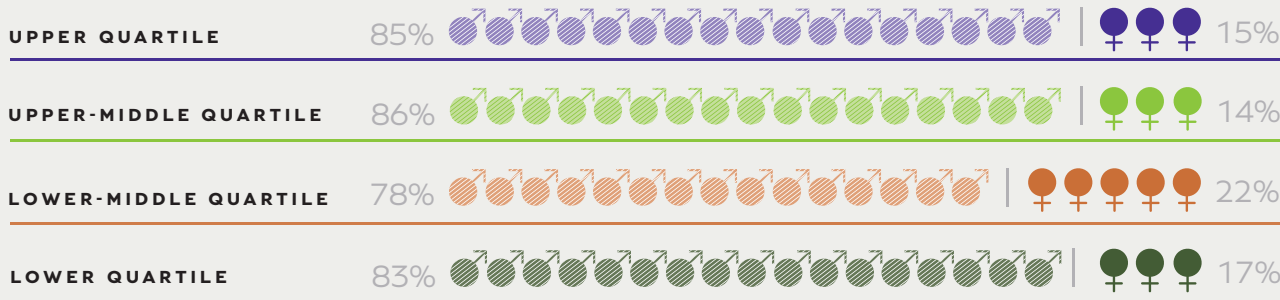
The mean is the total sum of all values, divided by the total number of values.



### PROPORTION OF COLLEAGUES IN RECEIPT OF A BONUS



### PROPORTION OF MALES & FEMALES IN EACH QUARTILE PAY BAND



“ This year marks 100 years of Bentley Motors. Meeting our ambitious second century objectives requires an innovative, empowered, and balanced workforce - and we are committed to supporting a culture which achieves this. ”



**Adrian Hallmark**  
Chairman and Chief Executive



**Dr Astrid Fontaine**  
Member of the Board for People, IT & Digitalisation