

Mercedes AMG HPP Gender Pay Gap Figures

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.

We are acutely aware that industries such as engineering and manufacturing have traditionally had smaller proportions of female employees in the upper pay quartile, which inevitably creates the largest average pay gaps.

It is 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 distinctly different from the legal requirement under the Equality Act to pay men and women equally for work rated as equivalent.

Here at HPP, we are committed to and confident that we offer equal pay to men and women for work rated as equivalent; to ensure this we routinely review our pay.

HPP’s Gender Pay Gap Figure 2020

- Based on a snapshot of data from April 2020 women working at HPP earn 33.4% (32.5% in 2019) less per hour than men (mean) and 23.5% (22.2% in 2019) less per hour (median).
- Our pay quartile data shows that HPP’s population is made up predominantly of men in all four quartiles. This data largely demonstrates the reason for our gender pay gap.

PAY QUARTILES	2019		2020			
	MEN	WOMEN	MEN		WOMEN	
UPPER QUARTILE	97.20%	2.80%	96.20%	↓	3.80%	↑
UPPER MIDDLE QUARTILE	97.30%	2.70%	96.20%	↓	3.80%	↑
LOWER MIDDLE QUARTILE	92.30%	7.70%	94.60%	↑	5.40%	↓
LOWER QUARTILE	85.20%	14.80%	84.20%	↓	15.80%	↑

Overall HPP’s workforce is made up of 8% women (7% in 2019). This is not uncommon in the engineering profession as a whole, where women make up only 10% of employees.

Source: <https://www.wisecampaign.org.uk/statistics/updated-workforce-statistics-to-september-2020/>

- Our bonus pay gap is 45.9% mean (down from 51.3% in 2019), and 0% median (down from 11.2% in 2019) which is driven by the number of men in senior roles within HPP.

- All eligible male and female employees, who were employed on our bonus payment dates received a bonus.

Together with the rest of the engineering industry, we recognise that we are not as diverse as we would like to be and we would like to improve our position.

We are committed to ensuring that no employee receives less favourable treatment, because of their gender, age, 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 at HPP, because we believe this will create a stronger and more capable organisation for the future.

I confirm that the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Hywel Thomas', written in a cursive style.

Hywel Thomas, Managing Director