

# COSWORTH LIMITED | MARCH 2020

# GENDER PAY GAP REPORT

## Mission Statement

Cosworth is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. We are committed to promoting diversity and equality in the workplace. Our aim is to ensure that all employees and job applicants are given equal opportunity and that our employees are representative of all sections of society. Candidates are selected for employment, promotion, training and other benefits based on aptitude and ability. We are opposed to all forms of unlawful and unfair discrimination.

**COSWORTH**

## Gender Pay Gap Reporting

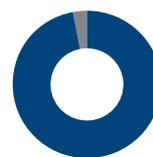
Cosworth supports the requirement, mandated by the UK Government, for companies with more than 250 employees to submit annual gender pay gap figures. The legislation reinforces Cosworth's own internal initiatives to provide equality and fairness to all employees.

In figures released in October 2019, the Office for National Statistics revealed the national average Gender Pay Gap for all employees to be 17.3%. Cosworth's pay gap between male and female employees has dropped below the national average compared to the equivalent results last year.

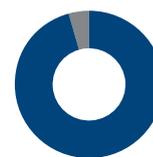
The median gender pay gap has reduced by 15.19%, while the mean figure has dropped by 30.58%. These figures represent the average hourly rate across all employees irrespective of role and seniority within the business. Cosworth enforces equal pay within its organisation for males and females in the same role.

Staff gender ratios follow a similar pattern across all quartiles, underscoring this as a company-wide, industry-influenced issue. The average gender pay gap would be improved by having more women in all areas of the business.

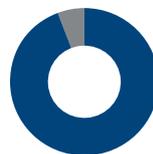
## Pay Quartiles



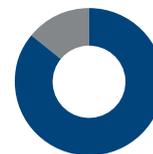
Top Quartile  
Male 97.18%  
Female 2.82%



Upper Middle  
Male 95.83%  
Female 4.17%



Lower Middle  
Male 94.37%  
Female 5.63%



Lower Quartile  
Male 86.11%  
Female 13.89%

## Snapshot 5 April 2019

Compared to 2018

Median Gender Pay Gap	16.07%	-15.19%
Mean Gender Pay Gap	16.23%	-30.58%

## Bonus pay

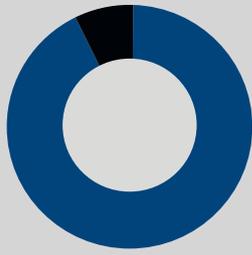
Median Gender Pay Gap	100%
Mean Gender Pay Gap	100%



The percentage of male employees receiving a bonus was 1.12%.



The percentage for female employees was zero.



93.36% of the workforce is male  
6.64% of the workforce is female

### Cosworth's actions and affiliations

Cosworth continues to play an active role in developing opportunities for young people looking to forge a career in STEM industries. Working closely with local educational organisations, Cosworth has sought to raise awareness of its own opportunities, especially to females, and continues to do so into 2020.

# COSWORTH'S COMMITMENT

Cosworth is dedicated to driving down its gender pay gap. In order to do this, the company will actively support initiatives that tackle the wider industry issues of encouraging more females into engineering roles.

Cosworth has a male dominant workforce with 93.36% male versus 6.64% female.

A 2018 survey by the Engineering UK highlighted that 12.37% of the engineering workforce nationwide is female. While representing another improvement compared to previous years, it still represents an important issue that Cosworth feels empowered to support.

Changing the employment ratio is about finding the right people with the correct experience and capability. This happens over a long period of time, and requires a concerted effort from multiple parties – companies, industries, educational institutes and the government. Cosworth is keen to play its part.

#### In 2019, Cosworth played an active role in the following events:

- National Careers Week
- National Apprenticeship Week
- Engineers Fairs
- Northampton College Fair
- Careers week at Wootton Park school

#### Cosworth continues to benefit from the following affiliations:

##### Northampton College

Where our apprentices study and for whom we offer dedicated experiences at our Northampton based powertrain facility.

##### University of Northampton

We have previously welcomed students on placement within the organisation but seek to engage in other activities, such as Formula Student.

##### Northants Engineering Training Partnership

A partnership of engineering companies working with the University of Northampton that exists to create a pool of industry ready engineers of the highest calibre.

##### Work Experience

Cosworth has placed male and female students from the local area, including Silverstone UTC, Northamptonshire schools and other referrals.

### Plans for 2020/2021

Cosworth continues to prioritise events where it can highlight career opportunities for aspiring engineers, of all genders.

We aim to continue with the same affiliations and activities as in the previous twelve months, but also finding opportunities to build new ones.

In addition to these existing relationships, we will target an affiliation with Dendrite, a company whose vision is to deliver access to leading edge, real and virtual learning, careers mapping and employment pathways in Science, Technology, Engineering, Arts and Mathematics (STEAM). We also intend to hold school tours of our factory and an engineering event at Cosworth with a skew towards female participation.

I hereby confirm that the data reported in this report is accurate:

**Hal Reisiger**

Cosworth CEO | Date: March 2020

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