

Bentley Motors Gender Pay Gap Report 2020

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 and is pleased to see our pay gap reduce for the third consecutive year in line with our efforts.

Bentley is passionate about developing colleagues through their careers, regardless of gender, and in 2020 has been named a Top Employer for the tenth 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.



Automotive 30% Club
INSPIRING GENDER BALANCE

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' 2020 median gap, we are committed to reducing it still further.



AUTOMOTIVE 30% CLUB OUTREACH

We continue to work with the Automotive 30% club to support their work to showcase the opportunities for women in the automotive sector and their outreach to schools.

Colleagues from across the business have supported a range of activities including International Women in Automotive Day 2020 which included online outreach activities to local schools. Our Member of the Board for People, Digitalisation and IT, Dr Astrid Fontaine, is a patron of the 30% Club, most recently speaking about the importance of diversity and inclusion with Molly Q King from Salesforce. Astrid is an advocate of the role of women in STEM and digital topics – and has also used her platform to highlight this through the BBC, Reuters and Autocar's Great Women event.



A STRATEGIC IMPERATIVE



In November 2020 we published our Beyond100 vision for Bentley to become the most sustainable luxury manufacturer by 2030. Alongside a headline aim of becoming the first carbon neutral luxury manufacturer by 2030, we also embedded a commitment to achieving 30% of diverse candidates at management level in the same timeframe.

DIVERSITY WINS

2020 saw the roll-out of the first phase of our Diversity Wins training programme. More than 800 people managers received training in unconscious bias and the importance of Diversity and Inclusion to our business. In 2021, this roll-out will be extended to all colleagues and phase two of the programme will be rolled out to people managers.



BE INSPIRED



Our diversity and inclusion programme has included the kick-off of our "Be Inspired" colleague network group. This group – which is open to female and male colleagues with an interest in increasing the representation of female colleagues across the business – aims to consolidate a range of existing activity streams, including mentoring, schools outreach and engagement

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BENTLEY'S GENDER PAY AND BONUS GAPS

♂ = MALE ♀ = FEMALE

MEDIAN GAPS

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

PAY GAP
2.5%

BONUS GAP
0.0%

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.

PAY GAP
6.6%

BONUS GAP
14.5%

PROPORTION OF COLLEAGUES IN RECEIPT OF A BONUS

96.9%

96.3%

PROPORTION OF MALES & FEMALES IN EACH QUARTILE PAY BAND

UPPER QUARTILE

84% 16%

UPPER-MIDDLE QUARTILE

82% 18%

LOWER-MIDDLE QUARTILE

84% 16%

LOWER QUARTILE

77% 23%

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We're pleased to publish our fourth gender pay gap report. Against the backdrop of Covid, we've ensured that diversity and inclusion is a priority focus point for our business by embedding it into our future strategy. And whilst the global pandemic has created many challenges, is also presents new opportunities to accelerate flexible working options that we hope will benefit all colleagues.

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Adrian Hallmark

Adrian Hallmark
Chairman and Chief Executive



Dr Astrid Fontaine

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