

## 2022 Gender Pay Gap Report

As a global provider of automotive engineering, research and test services our purpose is to improve lives by making journeys safer, cleaner and smarter. We pride ourselves on providing equal opportunities for all and are committed to developing a diverse and talented team to drive our business forward. Everyone who works with us is treated fairly and each salary is dependent upon a person's role, the respective market rate for their expertise, their level of responsibility and contribution to the business.

We continue to see a larger proportion of men following career paths within automotive consultancy and we're working actively to support the promotion of further diversity in the industry - for example: as sponsoring partners of the annual Autocar Great Women awards 2023 + 2024, through our varied recruitment campaign work, and through the continued public celebration of our team, including female team members recognised within our industry as leaders in their fields.

At HORIBA MIRA we ensure everyone has equal opportunity to develop and be rewarded, at all levels. As our industry evolves, so too do the skills required to take us into the future and our business is continuing to broaden to encompass both traditional mechanical engineering and new technologies such as connected and autonomous vehicles and automotive cybersecurity. We continue to recruit based on talent, and reward our team fairly and transparently. At a time of unprecedented change and challenge for our industry we have seen the progression of women through HORIBA MIRA at all levels.

### Data

MEAN BASIC PAY BY GENDER		
Women	Men	Difference
£18.43	£23.01	20%

MEDIAN BASIC PAY BY GENDER		
Women	Men	Difference
£15.67	£20.16	22%

MEAN BONUS BY GENDER		
Women	Men	Difference
£484.00	£605	20%

MEDIAN BONUS BY GENDER		
Women	Men	Difference
£250.00	£450.40	44%

GENDER PAY PROPORTION BONUS	
Women	Men
6.11%	21.59%

PERCENTAGE BONUS BY GENDER	
<b>Women</b>	<b>Men</b>
5.0%	95.0%

2021-22 GENDER PAY QUANTILES				
	Q1	Q2	Q3	Q4
	0.00 - 15.60	15.61 - 19.34	19.40 - 26.22	26.32 - 150.23
<b>Women</b>	41 - (32.28%)	18 - (14.17%)	11 - (8.66%)	12 - (9.45%)
<b>Men</b>	86 - ( 67.72%)	109 - ( 85.83%)	116 - ( 91.34%)	115 - ( 90.55%)

The gender pay report data shows another year-on-year improvement on the median basic pay metrics and it's positive to see that basic pay differential closing the gap between male and female salaries whilst the mean rate remains above pre-covid levels.

Bonus payments were only made to a small percentage of the whole population (18%) and data for the period is heavily reflective of unique and specific circumstances.

### Attracting new talent

For this reporting period we hired more females into the business (24%), as a proportion of all external hires, than our overall representation within HORIBA MIRA. To attract new talent and showcase the work taking place at HORIBA MIRA, this period saw us take further our social media presence with content focused on our culture and people. This content is shared with all our connections including existing colleagues and future candidates – it promotes activities taking place on site, training courses, job opportunities and good news from within our business. In addition, within this approach we meet new candidates through the 'Forces Family' platform, a service available as part of our commitment to the Armed Forces Covenant which enables us to connect with partners of those in the military.

### Supporting our team

Although HORIBA MIRA has always had a flexible working policy, the pandemic progressed further adjustment to our ways of working, as it did for all. It highlighted we as a business can work flexibly, and has enabled us to widen our pool of candidates for flexible location roles within the business.

Career development remains a key focus for us, with internal opportunities highlighted via our intranet, 'News Hub', and proactively circulated via our operational notices.

Investment in training remains a priority and we continue to sponsor apprenticeships. 19% of team members who have taken on an apprenticeship with us over the past 24 months have been female, which is proportionately higher than the percentage of females in our business.

The launch of Life Links - a network that connects team members with information and people on topics that affect people on a day-to-day basis - is another way we have promoted and supported important issues within the business. This is complemented by the provision of a range of well-being services that are accessible to team members and their families.

## **Summary**

HORIBA MIRA is committed to developing the very best team - with all our people supported to reach their potential and their goals in all aspects of life and work. We treat our team members fairly and equally and each salary is dependent upon each role, the responsibility, and contribution to the business. We continue to ensure all genders have equal opportunities to succeed and will further our efforts to promote this within an outside of our business.