



# Gender Pay Gap Report



## Adient Seating UK Limited

### Gender Pay Gap Report

**We are a leader in automotive seating with unmatched global reach and scale and our vision is to improve the experience of a world in motion. Adient is committed to creating a diverse and inclusive workforce to help deliver our vision.**

We are encouraged that our gender pay gap remains very low, especially as the sector in which we operate is traditionally male dominated, particularly at the more senior levels. Our 0% median pay gap is also significantly lower than the national average gender pay gap in the UK which as of 2020 was 15.5% according to the Office for National Statistics.

Our mean pay has remained similar to our last report; having reduced from 0.5% to 0.4% and we have the greatest percentage of female representation in the upper paid quartile.

However, we are not complacent and recognise that there is always room for improvement. In particular, our sector faces a real challenge attracting and retaining female talent and this is a challenge we remain committed to addressing. This situation is currently compounded due to low levels of recruitment over the last two years.

A gender pay gap is not necessarily indicative of an underlying equal pay issue; it is not the same as equal pay which is about ensuring that men and women are paid the same for carrying out the same work or work of equal value. Rather, the calculations reflect the difference in the average wages of men and women regardless of their role, their full-time or part-time status, or their seniority.

All employers with 250 or more employees in Great Britain are required to publish their gender pay gap figures. The tables below show the mean and median hourly gender pay gap for Adient Seating UK Limited as at 5 April 2020 and the bonus gap in the 12 month reference period to 5 April 2020, i.e. for the 2019 performance year. They also illustrate the gender distribution across four equally sized pay quartiles.

#### Adient Seating UK Limited

<b>OVERALL PAY GAP</b>	
<b>%MEDIAN</b>	0
<b>%MEAN</b>	0.4

<b>BONUS GAP</b>	
<b>%MEDIAN</b>	-0.3
<b>%MEAN</b>	13.4
<b>%MALE RECEIVING BONUS</b>	39.6
<b>%FEMALE RECEIVING BONUS</b>	25

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SALARY QUARTILES	% Male in quartile	%Female in quartile
Quartile 1	88.6%	11.4%
Quartile 2	91.2%	8.8%
Quartile 3	91.2%	8.8%
Quartile 4	87.1%	12.9%

The reason we have essentially no pay gap in the organisation is that the levels of female representation are relatively consistent at all pay grades, as demonstrated by the salary quartile data. Whilst we are encouraged by our pay gap and by the fact that we have more women in the top earning quartile than at any other pay grade, we appreciate that more needs to be done to recruit, retain and promote women at all levels of our business.

Although more men than women received a bonus this year, we are confident that our female employees have the same opportunity as male employees to participate in and receive a bonus payment under the terms of our bonus schemes. Our mean bonus gap is a consequence of more men than women being engaged in more highly paid senior roles, which attract higher bonus payments. We are satisfied that there is no bonus pay gap within the same grade. This is borne out by the fact that our median, i.e. mid-point bonus gap, is -0.3%.

The fact that our gender pay gap compares positively to the UK and sector pay gap averages is encouraging, but we remain keenly aware that there must be a collective effort to attract more women into our organisation and into our sector.

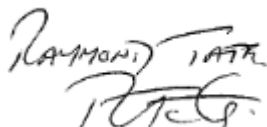
We are committed to increasing female representation despite the challenges posed by Covid and other external factors.

We continue to recruit Apprentices annually and in the last 2 years we have promoted a number of female Apprentices to higher level positions in the organisation.

We will be launching a post pandemic remote working policy to further enhance our suite of family friendly policies, which we believe will help us attract and retain more diverse talent.

In terms of fair pay practices across pay grades, we regularly review and monitor this against similar sectors and undertake annual benchmarking activities.

**We confirm the data reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**



**Board Member**