

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 continue to be encouraged that our gender pay gap remains very low, particularly as the sector in which we operate is traditionally male dominated. Our 0% median pay gap is also significantly lower than the current national average gender pay gap in the UK which is 14.9% according to the Office for National Statistics.

Our business continues to face the challenge of attracting female talent and this situation is currently compounded due to low levels of recruitment over the last three years, as a result of semi-conductor shortages, the Russia/Ukraine war and the supply chain disruption this caused.

We remain committed to addressing these issues with a significant global focus in this area. As part of our commitment to attracting female talent, Adient established a global Diversity, Equity and Inclusion Committee in 2022, sponsored by our CEO and supported by our Senior Leadership Team. The main agenda item for this committee continues to be gender diversity in EMEA, which the UK is actively engaged in.

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 2022 and the bonus gap in the 12 month reference period to 5 April 2022, i.e. for the 2021 performance year. They also illustrate the gender distribution across four equally sized pay quartiles.

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OVERALL PAY GAP	
%MEDIAN	0
%MEAN	1.67

BONUS GAP	
%MEDIAN	-3.94
%MEAN	56.36
%MALE RECEIVING BONUS	56.73
%FEMALE RECEIVING BONUS	53.13

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SALARY QUANTILES	% Male in quartile	%Female in quartile
Quartile 1	87.9%	12.1%
Quartile 2	88.9%	11%
Quartile 3	93.2%	6.8%
Quartile 4	85.4%	14.6%

The reason we have such a low pay gap in the organisation is that the levels of male and female representation are relatively consistent at all pay grades, as demonstrated by the salary quartile data.

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.

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. The business is fully committed to this strategy as demonstrated by our Global DE&I Committee. To further demonstrate the company's commitment to DE&I, we have appointed a Global DE&I VP, based in our US Headquarters, to lead and drive this forward.

We have an established hybrid remote working policy to further enhance our suite of family friendly policies, which we believe will help us attract and retain more diverse talent, when we are in a position to recruit.

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

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



Mick Flanagan - Chairman Adient Seating UK Limited.