



Gender Pay Gap Report

Adient Seating UK Limited

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Adient is a global supplier in automotive seating, supplying innovative seat solutions to meet the needs of auto manufacturers today and tomorrow. **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.**

Our gender pay gap remains very low, particularly as the sector in which we operate is traditionally male dominated. Our median pay gap is in favour of women and is also significantly lower than the current national average median gender pay gap in the UK, which is 13.1% according to the Office for National Statistics. Our mean pay gap is also significantly lower than the average mean pay gap in the UK, which is 13.8%.

Our sector continues to navigate through the challenges of an unpredictable and volatile market. As such the business experiences difficulties with attracting female talent due to this situation, which is currently compounded by current low levels of recruitment.

As part of our commitment to retaining and attracting female talent, Adient has both a Global Diversity and Inclusion Council and a Women's Resource Network which has established live external speaker events, networking opportunities and a mentoring program. The main agenda item for the Council and Network continues to be gender diversity in EMEA, which the UK is actively engaged in. During the last year a new Business Resource Group (BRG) has been established for young professionals to connect and be part of a like minded community to enhance their professional journey, where they can unleash their potential and grow within the business.

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 2024 and the bonus gap in the 12 month reference period to 5 April 2024, i.e. for the 2023 performance year. They also illustrate the gender distribution across four equally sized pay quartiles.

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OVERALL PAY GAP	
%MEAN	4.0
%MEDIAN	-6.6

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BONUS GAP	
%MEDIAN	67.2
%MEAN	70.8
%MALE RECEIVING BONUS	16.3
%FEMALE RECEIVING BONUS	22.3

SALARY QUARTILES	% Male in quartile	%Female in quartile
Quartile 1	83.7%	16.3%
Quartile 2	93.3%	6.7%
Quartile 3	88.5%	11.5%
Quartile 4	85.6%	14.4%

One 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.

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 many 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, particularly into higher paid roles. The business is fully committed to this strategy as demonstrated by our Global D&I Council, and the growing number of Global Business Resource Groups (BRGs) where we have a significant active membership of female employees.

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.



Board Member