



GENDER PAY GAP 2024



DATA FROM APRIL 2022 – APRIL 2023

THE GENDER PAY GAP IS THE DIFFERENCE BETWEEN THE AVERAGE PAY AND BONUSES OF MEN AND WOMEN IN AN ORGANISATION. IT DOES NOT FACTOR IN THEIR ROLE WITHIN THAT ORGANISATION.

MCLAREN AUTOMOTIVE LIMITED IS AN EQUAL PAY EMPLOYER ENSURING MALE AND FEMALE COLLEAGUES ARE PAID EQUALLY FOR EQUIVALENT ROLES WITHIN OUR BUSINESS.




OUR COMMITMENT

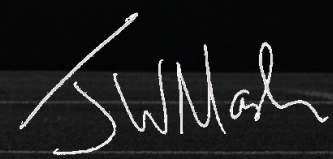
At McLaren, we remain fully committed to gender equality.

Our vision is to internally develop and empower a network of women who encourage self-development and can act as mentors to other women within the business.

In support of this, we are launching internal steering groups in Q2 focused on women in leadership and aspiring female managers and mentors.



Liese Thomas
Chief Financial Officer



Jim Marsh
Chief People & Transformation Officer

OUR RESULTS

Our figures show that the median pay for females is 6.4% lower than male employees – this remains smaller than the national average as has always been the case since we began reporting.

6.4%

McLaren Automotive

7.7%

National Average



Bonus Pay

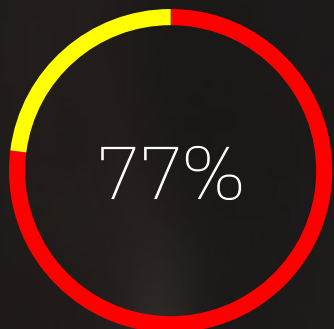
This calculation shows the difference between median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings. Our median bonus pay gap is 23.93%, meaning that the bonus paid to female employees was 23.93% lower than male employees.

At McLaren Automotive Limited, bonuses are determined by a percentage of an employee's salary. As employees advance to higher grades, their salaries increase accordingly. However, the majority of our higher graded employees are men, leading to an impact on our bonus pay gap.

Pay Quartiles

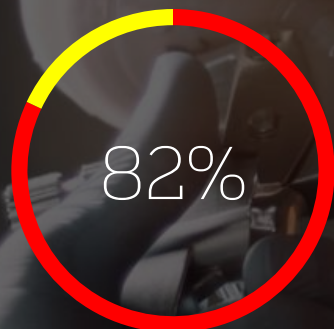
This is where we split our workforce into four equally-sized parts based on people’s hourly pay. We’ve then split each part by gender. This shows where the gender split is across these four quartiles and where the majority of females sit across the organisation.

Our gender pay gap leans heavily towards men, mainly because our industry is predominantly male-dominated, and a significant portion of our senior leadership and executives are also men.



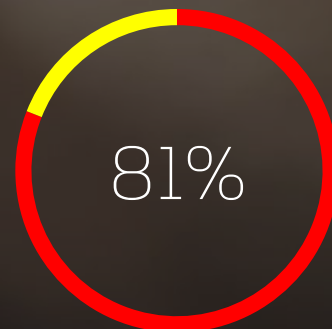
LOWER

418 Male
125 Female



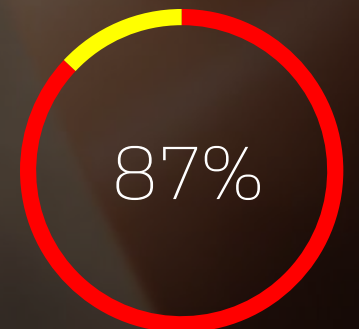
LOWER MIDDLE

446 Male
97 Female



UPPER MIDDLE

442 Male
101 Female



HIGHER

472 Male
73 Female

Colleague Spotlight

In my 5+ years with McLaren Automotive, I've experienced a company that actively promotes diversity and fosters growth. I was given the tools and opportunities to grow into a procurement professional, then into operations, and ultimately, business transformation.

I've had the privilege of learning from talented mentors, both female and male, each imparting invaluable wisdom and guidance along the way.

McLaren's culture of openness and encouragement has allowed me to voice my ideas and effect change. This ethos has not only propelled my career but also instilled a sense of belonging and appreciation.

I am proud to be part of a company that values equality and is committed to closing the gender pay gap.

Melissa Lepson
Senior Manager, Transformation

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