

April 2019

# UK Gender Pay Gap Report

Reporting Year 2017/2018

**Delphi**  
Technologies



# FOREWORD

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At Delphi Technologies, we consider ourselves as an 'employer of choice' and put equality right at the heart of what we do. The UK government has introduced legislation requiring businesses like us to publish pay and bonus metrics to reveal any overall earnings gaps between men and women. The Gender Pay Gap is a highly complex subject with many contributing factors, but this is a prominent topic in our agenda as an issue to address.

We are committed to being a fair employer by supporting both men and women within our business. 16% of our workforce in the UK is made up of women and we want them to feel empowered to progress their careers with us, along with any new talent that we recruit. We have several initiatives in place to help improve our own Gender Pay Gap for the future.

This report shows our UK results on the Gender Pay Gap for the reporting year 2018 reporting year and I can confirm that the data that we have used to calculate our key metrics required by the legislation is accurate.

Your Sincerely,



Mike Clarke

Chief Human Resource Officer

# RESULTS – UK Gender Pay Gap

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Our results for the 2018 Gender Pay Gap Reporting year are shown below:

## GENDER PAY GAP

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**17%** Mean

**18%** Median

## GENDER BONUS PAY GAP

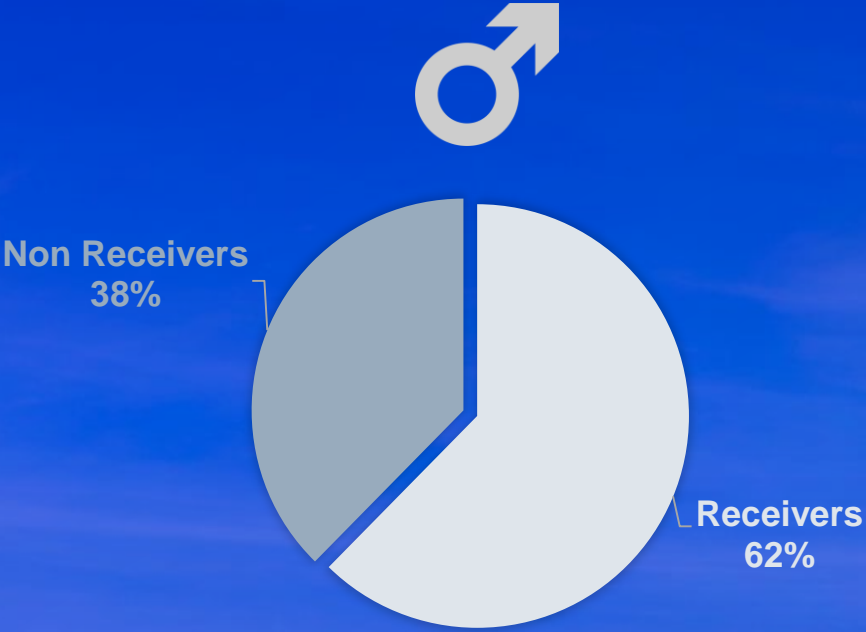
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**13%** Mean

**27%** Median

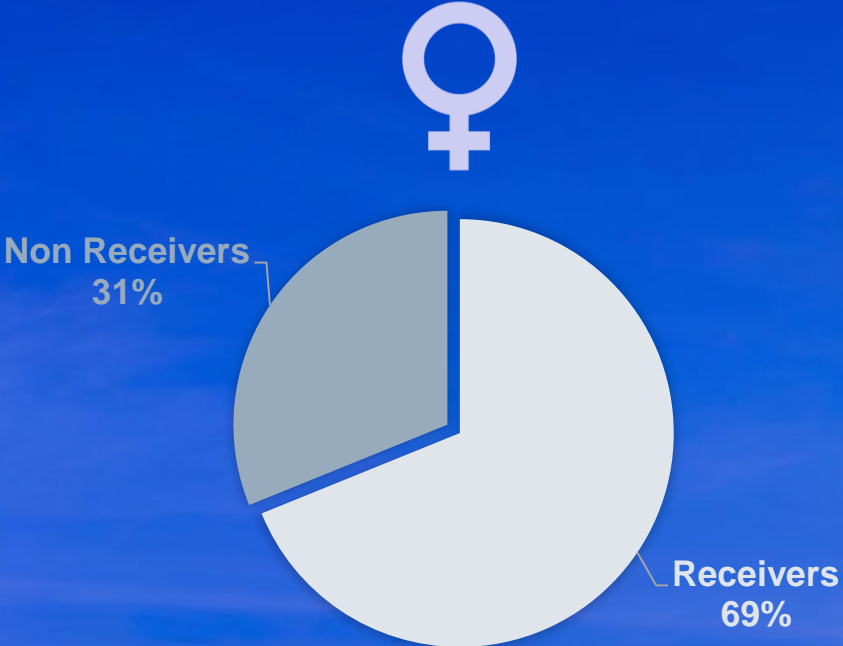
# RESULTS – UK Bonus Receivers

The charts below show the bonus receivers by gender:



62%

vs



69%



# UK GENDER PAY BY QUARTILES

The charts below show the representation of men and women in each pay quartile:

