



# UK Gender Pay Gap Report 2017 Reporting Year

*Driven to make a difference*

**Delphi** Technologies

# Foreword

---

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 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 strong representation of women in senior positions across various functions and 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 2017 and I can confirm that the data that we have used to calculate our key metrics required by the legislation is accurate.

Yours Sincerely



Mike Clarke

Chief Human Resources Officer

# Our UK gender pay gap results summary

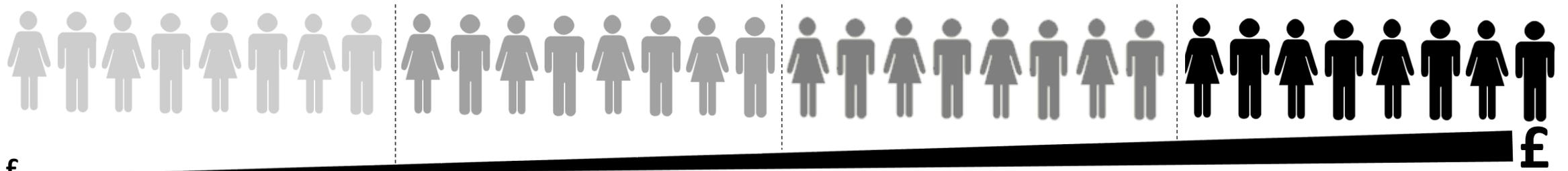
---

Our results for the 2017 Gender Pay Gap Reporting Year are shown below:

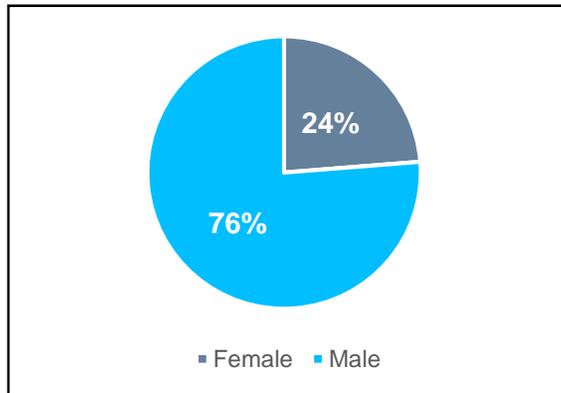
Mean average gender pay gap	14.63%
Median average gender pay gap	17.38%
Mean average gender bonus gap	16.79%
Median average gender bonus pay gap	26.01%
Proportion of men receiving a bonus	70.61%
Proportion of women receiving a bonus	74.08%

# Our UK gender pay by quartiles

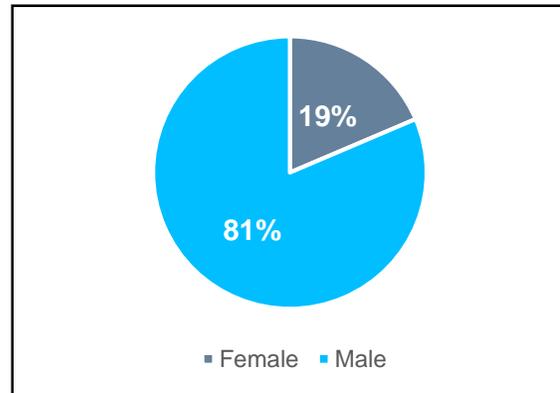
The charts below show the representation of men and women in each pay quartile:



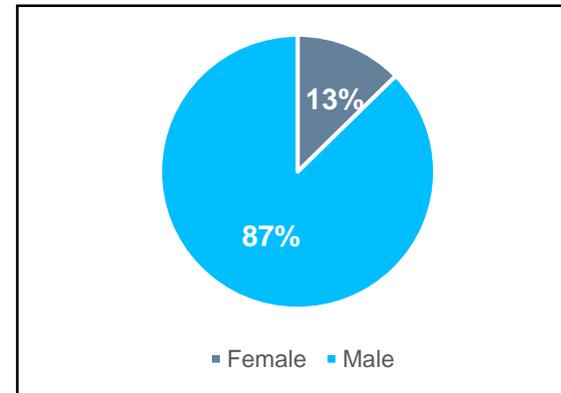
1<sup>st</sup> Quartile (Lower)



2<sup>nd</sup> Quartile (Lower Middle)



3<sup>rd</sup> Quartile (Upper Middle)



4<sup>th</sup> Quartile (Upper)

