



ZF GROUP – TRW LIMITED UK GENDER PAY GAP REPORT 2017



Forward

ZF is a global leader in driveline and chassis technology as well as active and passive safety technology. The Group has a global workforce of around 137,000 with approximately 230 locations in some 40 countries.

ZF's vision for the UK is to create a place to work which values diversity; where employees are recognised internally and externally as competitive and innovative and are valued for excellence.

Companies are required by law to report their gender pay gap for any legal entities in the UK with 250 or more employees. In May 2015, ZF completed the acquisition of TRW.

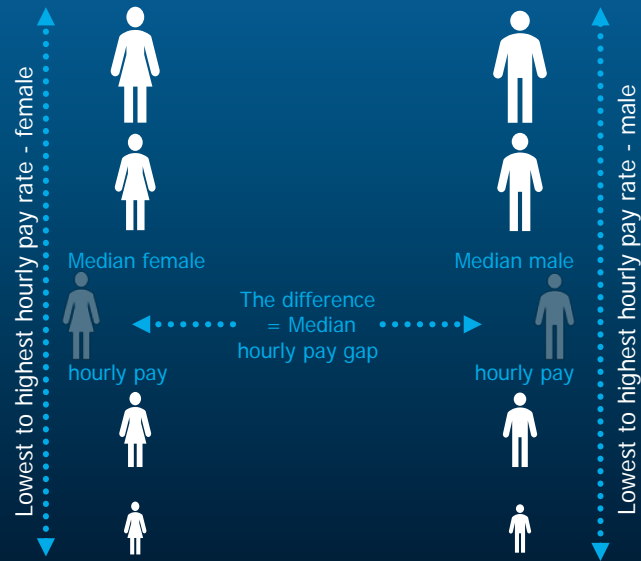
In this report, we provide our gender pay gap information for TRW Limited, a UK legal entity through which staff are employed at various locations throughout the UK. As at April 5, 2017, ZF employs c2,500 people within this UK legal entity, TRW Limited.

Employees are involved in engineering, manufacturing, R&D and various corporate functions.

Measuring the pay gap

The gender pay gap is a measure of the difference between men's and women's average earnings across the whole of an organisation. It is expressed as a percentage of men's earnings. It is important to note that the gender pay gap is not the same as 'equal pay' – Equal pay means that men and women performing equal work must receive equal pay, as set out in the Equality Act 2010.

How we calculate the median difference: ZF UK – TRW Limited

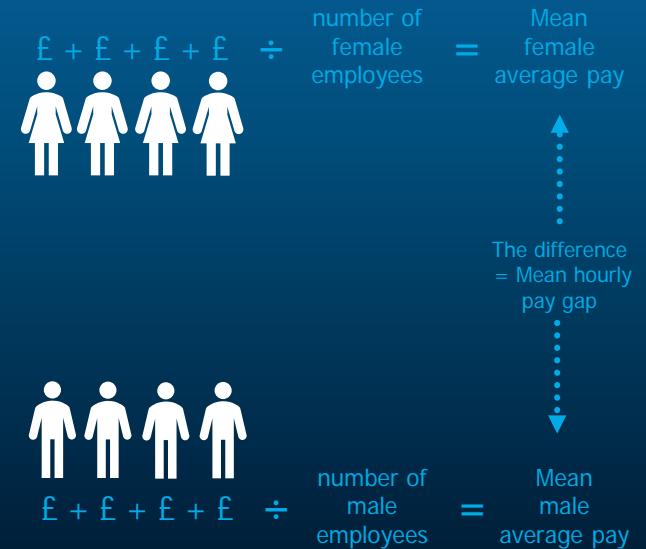


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Statutory disclosures

At the time of data analysis, April 5, 2017 ZF employs c2,500 people within its UK legal entity, TRW Limited.

Median hourly pay gap	20.0 %	
Mean hourly pay gap	19.5 %	
Median bonus pay gap	40.0 %	
Mean bonus pay gap	64.7 %	
		
% employees approx.	20.0%	80.0%
Upper quartile	10.5%	89.5%
Upper middle quartile	13.0%	87.0%
Lower middle quartile	26.4%	73.6%
Lower quartile	30.1%	69.9%
Proportion of each gender receiving a bonus payment	59.4%	49.5%

(Quartiles are based on hourly pay rates)

I the undersigned, confirm that ZF's reporting for its UK gender pay gap calculations (for the legal entity TRW Limited) is accurate.

Signature.....


Title..... VP Finance