



# **ZF GROUP - ZF AUTOMOTIVE UK LTD UK GENDER PAY GAP REPORT - 2023**



# Foreword

**ZF is a global technology company supplying systems for passenger cars, commercial vehicles and industrial technology, enabling the next generation of mobility. ZF allows vehicles to see, think and act. With its products, the company contributes to reducing emissions, protecting the climate and enhancing safe mobility. The Group has a global workforce of around 168,700 with approximately 162 production locations in some 31 countries as well as 19 main development locations in nine countries.**

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

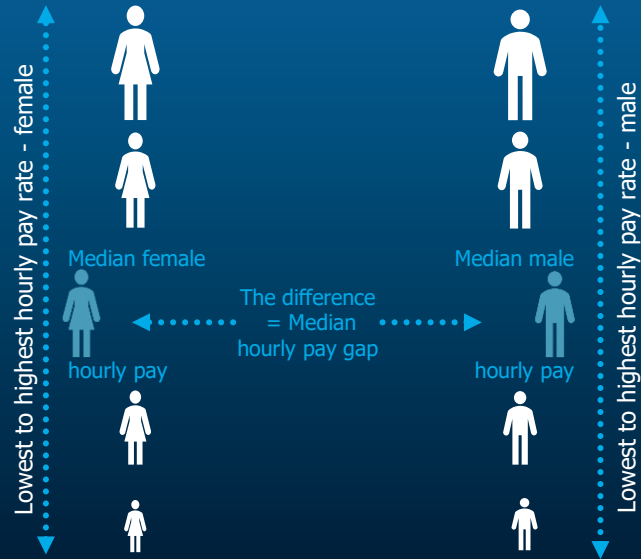
Companies are required by law to report their gender pay gap for any legal entities in the UK with 250 or more employees. In this report, we provide our gender pay gap information for ZF Automotive UK Ltd, a UK legal entity through which staff are employed at various locations throughout the UK. As at April 5, 2023, ZF employs around 1,773 people within this UK legal entity, ZF Automotive UK Ltd.

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 Automotive UK Ltd

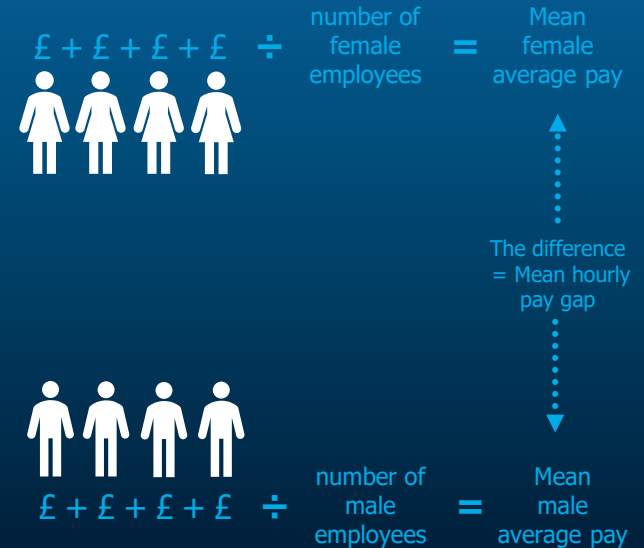


Companies are required by law to report their gender pay gap for any legal entities in the UK with 250 or more employees.

At the time of data analysis, ZF employs c1,773 people within this UK legal entity, ZF Automotive UK Ltd.

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

## How we calculate the mean difference: ZF Automotive UK Ltd



# Statutory disclosures

At the time of analysis, April 5, 2023, ZF employs c.1,773 people within its UK legal entity, ZF Automotive UK Ltd.

	2022	2023
Median hourly pay gap	26.7%	24.5%
Mean hourly pay gap	19.5%	18.7%
Median bonus pay gap	14.0%	19.0%
Mean bonus pay gap	41.0%	38.2%



2022

16.9%



2022

83.1%



2023

17.2%



2023

82.8%

% employees approx.

Upper quartile

09.0%

91.0%

11.1%

88.9%

Upper middle quartile

13.4%

86.6%

12.4%

87.6%

Lower middle quartile

15.6%

84.4%

16.0%

84.0%

Lower quartile

29.9%

70.1%

29.1%

70.9%

Proportion of each gender  
receiving a bonus payment

20.8%

30.9%

20.6%

30.9%

(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 ZF Automotive UK Ltd) is accurate.**



Signature.....

Title..... VP Finance

