



ZF GROUP - ZF AUTOMOTIVE UK LTD UK GENDER PAY GAP REPORT - 2020



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 150,000 with approximately 270 locations in some 42 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.

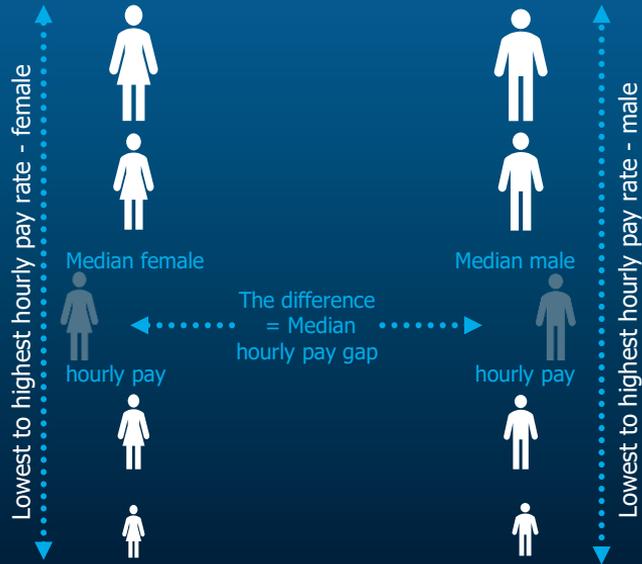
Companies are required by law to report their gender pay gap for any legal entities in the UK with 250 or more employees. In this report, we provide our gender pay gap information for ZF Automotive UK Ltd, a UK legal entity through which staff are employed at various locations throughout the UK. As at April 5 2020, ZF employs c2,290 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

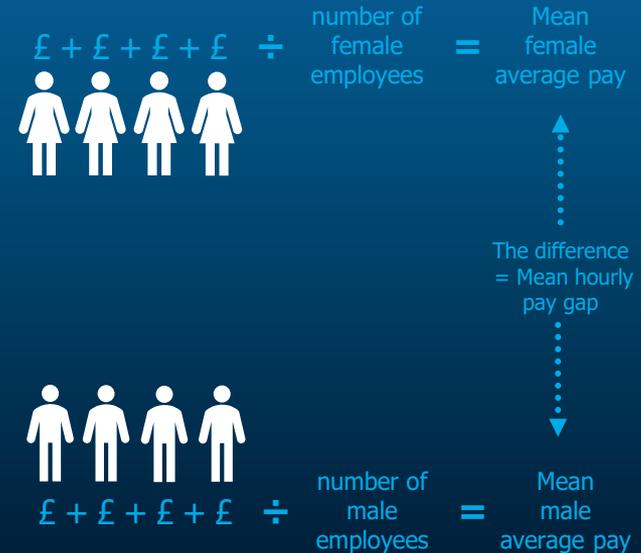


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How we calculate the mean difference: ZF Automotive UK Ltd



Statutory disclosures

At the time of data analysis, April 5 2020, ZF employs c2,290 people within its UK legal entity, ZF Automotive UK Ltd.

	2020
Median hourly pay gap	28.4%
Mean hourly pay gap	20.4%
Median bonus pay gap	95.8%
Mean bonus pay gap	74.4%



2020



2020

% employees approx.	20.2%	79.8%
Upper quartile	09.1%	90.9%
Upper middle quartile	16.0%	84.0%
Lower middle quartile	13.7%	86.3%
Lower quartile	34.6%	65.4%
Proportion of each gender receiving a bonus payment	58.4%	56.1%

(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

