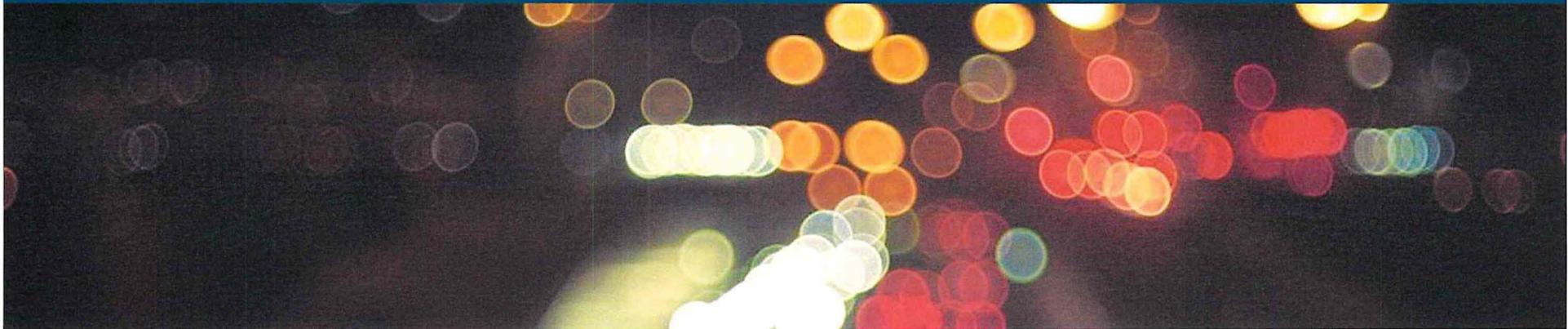




# **ZF Lemforder UK Ltd UK GENDER PAY GAP REPORT 2020**



# Forward

**ZF is a global leader in automotive chassis technology as well as active and passive safety technology. The Group has a global workforce of around 150,000 with approximately 270 locations in some 42 countries.**

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 Lemforder UK Limited, a UK legal entity through which staff are employed at two locations (PO Box 35, Heath Road, Darlaston, Wednesbury, West Midlands WS10 8BH and Birmingham International park, Starley Way, Solihull, West Midlands B37 7GN).

As at April 5, 2020, ZF Lemforder UK Ltd employed circa 280 people within this UK legal entity.

Employees are involved in Manufacturing, Assembling and various other functions including Maintenance, Engineering, Supply chain and Finance.



## 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.

## Statutory Disclosures

At the time of the data analysis, 5<sup>th</sup> April 2020, ZF Lemforder UK Limited employed circa 300 people within its UK legal entity.

Pay calculated for the pay period including 5<sup>th</sup> April 2020 and bonus calculated for the year 6<sup>th</sup> April 2019 to 5<sup>th</sup> April 2020

### Pay Differences / Differentials (%)

- Hourly Mean Pay Rate 26.15%
- Hourly Median Pay Rate 29.65%



## Statutory Disclosures continued.....

### Pay Percentage Distributions (by Quartile and based on hourly pay rates)

	<u>Male (%)</u>	<u>Female (%)</u>
• Upper Quartile	100.00	0.00
• Upper Middle Quartile	100.00	0.00
• Lower Middle Quartile	83.33	16.67
• Lower Quartile	85.71	14.29

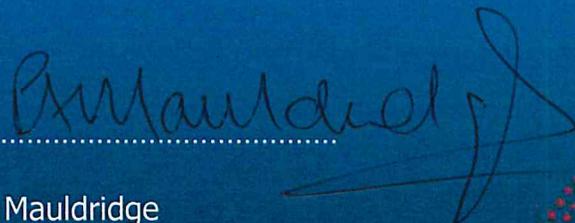
### Bonus Data

- Mean Bonus Payments 50.63%
- Median Bonus Payments 35.57%
- Receiving Bonus: Male – 7.95% Female – 3.85%



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

Signature.....



Name...P A Mauldrige

Title...Financial Director & Company Secretary

