# GENDER PAY GAP REPORT

## DELPHI TECHNOLOGIES

2016/17 Reporting Year

# FOREWORD...

At Delphi Technologies, we consider ourselves as an 'employer of choice' and put equality right at the heart of what we do. The 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 results on the Gender Pay Gap for the reporting year 2016/17 and I can confirm that the data that we have used to calculate our key metrics required by the legislation is accurate.

Your Sincerely,

Mike Clarke

Chief Human Resource Officer

**Delphi** Technologies

# GENDER PAY GAP RESULTS SUMMARY

Our results for the 2016/17 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%** |

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# GENDER PAY BY QUARTILES

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



| 1st Quartile (Lower) | 2nd Quartile (Lower Middle) | 3rd Quartile (Upper Middle) | 4th Quartile (Upper) |
| --- | --- | --- | --- |
| 24% / 76% | 19% / 81% | 13% / 87% | 10% / 90% |
| ■ Female ■ Male | ■ Female ■ Male | ■ Female ■ Male | ■ Female ■ Male |

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