

FORCE INDIA GENDER PAY GAP

Under new legislation that came into force in 2017, UK employers with more than 250 employees are required to measure and publish their gender pay gap figures.

The rationale behind this government initiative is to build greater awareness of gender imbalance within UK industry and to encourage companies to reduce the disparity.

An employer's gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average pay of all male employees and the average pay of all female employees, and dividing that number by the average pay of all male employees.

A positive pay gap figure would mean the average pay or bonus of male employees is higher than the average pay or bonus of female employees.

As at April 2018 the national pay gap is 18.1%.

This is Force India F1 Team's first report under the reporting legislation and the results are strongly influenced by the gender make-up of our business.

We are acutely aware that industries such as engineering and manufacturing have traditionally had smaller proportions of female employees in senior positions, which inevitably creates larger average pay gaps.

PROPORTION OF MALE AND FEMALE EMPLOYEES IN THE BUSINESS

MALE 94% FEMALE 6%

The data shows that our employee population is predominantly male. This data largely demonstrates the reason for our gender pay gap.

PAY QUANTILES

The quantiles are calculated by listing the rates of pay for each employee across the business – from highest to lowest – then splitting that list in to four equal sized groups and calculating the percentage of males and females in each group.

<u>LOWER</u>	<u>LOWER MIDDLE</u>	<u>UPPER MIDDLE</u>	<u>UPPER</u>
MALE 88%	MALE 94%	MALE 95%	MALE 97%
FEMALE 12%	FEMALE 6%	FEMALE 5%	FEMALE 3%

The mean hourly percentage difference between male and female employees is 7.5%.

The median difference is 14.8%.

BONUS GAP

All male and female employees who were employed on the bonus date in January 2017 received a bonus for the 2016 Formula One Constructor's Championship 4th place position. Any employees serving their notice did not receive a bonus and a pro rata bonus was payable to employees that joined during the 2016 season.

88% of MALE employees received a bonus

96% of FEMALE employees received a bonus

Mean Bonus payment difference is 0.05%

Median Bonus payment is 0%

Increasing gender pay gap transparency, as well as reducing our gender pay gap, is important to the senior management team and will be routinely reviewed.

The team is committed to equality in employment and discrimination of any kind is not tolerated. Accordingly, managers ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or existing employee receiving less favourable treatment than another on the grounds of age, gender, disability and other protected characteristics.

The Company's objective is to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.



OTMAR SZAFNAUER
Chief Operating Officer
3rd April 2018