

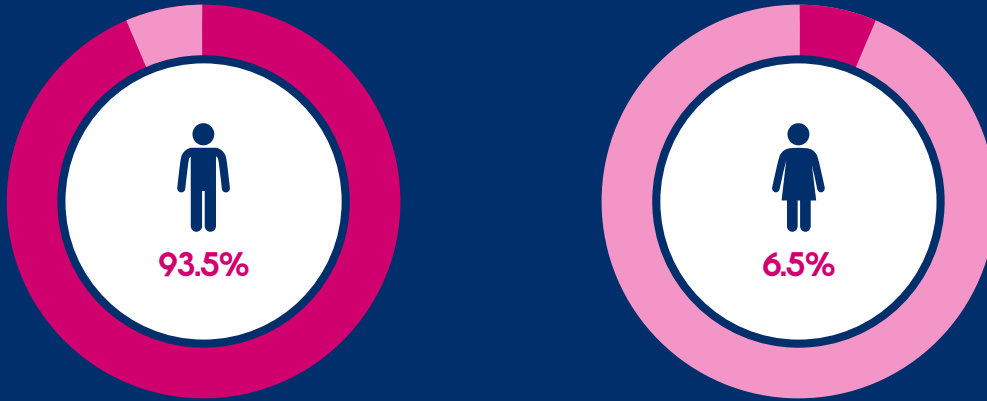
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 **BWT**

Gender Pay Gap  
2018 Results

# Force India Gender Pay Gap

The report is based on data as of 18 April 2018 when the team existed as Force India F1 Team.



Proportion of male and female employees in the business

The data shows that our employee population remains predominantly male.

## Pay Quartiles

The quartiles 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 in each group.



Hourly percentage difference between male and female employees

MEAN  
**-1.95%**

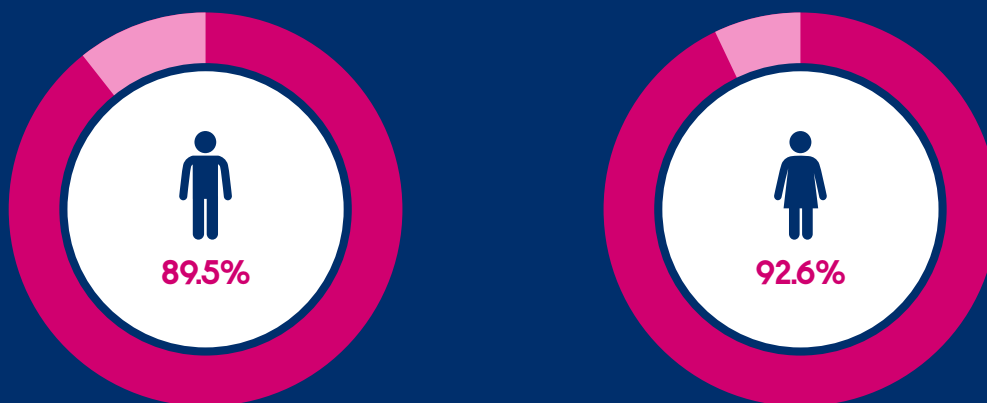
MEDIAN  
**12.6%**

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There has been small step in the female population moving from the upper middle quartile to the upper quartile which has affected the change to the mean and median differences compared to the previous year.

## Bonus Gap

All male and female employees who were employed on the bonus payable date in January 2018 received a bonus for the 2017 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 2017 season.



Percentage of male and female employees that received a bonus

Bonus payment difference

MEAN  
**-0.4%**

MEDIAN  
**0%**

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As can be demonstrated by the change to the median hourly percentage difference, the median difference and the mean bonus payment difference the Company has taken positive steps to reducing our gender pay gap.

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The team is committed to equality in employment and discrimination of any kind is not tolerated. Accordingly, all our 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 grounds of age, gender, disability and other protected characteristics.

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

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**OTMAR SZAFNAUER**

**Chief Executive Officer and Team Principal**  
**April 2019**



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