



(Millbrook Proving Ground Ltd)

Gender Pay Gap Report April 2022

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In February 2021, Millbrook Proving Ground merged with the French company UTAC CERAM, rebranding the integrated entity as UTAC while continuing to operate as existing legal entities in their own territories. As at April 5 2022, 379 people were employed by Millbrook Proving Ground Ltd and are the focus of this Gender Pay Gap report.

UTAC are a market leading group in vehicle testing, type approval and emerging technologies for autonomous, connected and electric vehicles. We provide services and systems to customers in the automotive, transport, tyre, petrochemical and defence Industries.

The group operates eight test centres across France, the UK, the USA, Northern Finland and our newest sites, which opened in 2022, Morocco and Germany. We have subsidiaries in China, Japan and employ just over 1300 people globally.

UTAC employees are passionate about safety, customer service, technical excellence, and operate with the highest levels of Integrity and professionalism. The diversity of our group and people help us deliver innovation and a team performance that is highly valued by our customers and partners. The integration of the two organisations is further evidence of a long-standing commitment to invest in people, equipment and facilities in order to achieve our ambitious plans for growth and continue to strengthen our position as a leading test and validation services provider.

We are an equal opportunities employer, recruiting, training and developing our employees to be at their best. We continue to monitor our reward practices to ensure that men and women, in equivalent roles are paid equally within UTAC.





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Understanding the Gender Pay Gap

Using the calculations prescribed in the gender pay gap regulations, we have used pay data for many different roles and therefore a variety of rates of pay.

Mean = the average

Median = the mid-point in a range of numbers

What is included in our calculations?

Calculations are required to be based on pay from April 2022, including ordinary pay (which includes basic pay/holiday pay/ shift allowances) and bonus pay (bonus/commission payments).

What is the gender pay gap?

A **gender pay gap** is a measure of the difference in the average pay of men and women – regardless of the work they do – across the organisation and is affected by the number of men and women across all roles.

It is different from **equal pay**, which is a direct comparison between men and women carrying out the same, similar or equivalent work.



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Pay – difference between men and women

Mean 9.7%

Median 12.2%

Bonus – number of men and women receiving a bonus



Bonus – difference between men and women

Mean22.3%

Median43.5%

UTAC Millbrook offers bonuses for individuals in our management and sales focussed roles and those paid in 2022 were linked to individual performance; with 0.8% more female employees receiving the bonus in comparison to male employees.

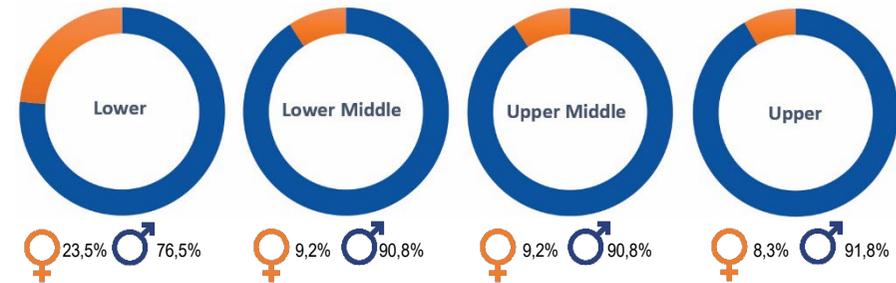
Our mean gender pay gap across all employees within Millbrook Proving Ground Ltd. is 9.7%, which is a reduction of 4% compared to 13.7% reported in 2021 and above the national average of 8.3%, as reported by the Office of National Statistics.

Mean 9.7%

Median 12.2%

UK Average 8.3%

The demographic across Millbrook Proving Ground Ltd is the most significant factor in our gender pay gap. Both our workforce and the pipeline of recruitment are overwhelmingly male, reflective of the national gender imbalance in our industry.





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The Next Steps – How we are working to address the gap

It continues to be a challenging time for UTAC Group, with ongoing economic situation and increased costs. However, despite these challenges we are pleased to report further progress from our Gender Pay Gap efforts.

Flexible Working

More employees are now taking advantage of flexible working, Shared Parental Leave, Maternity and Paternity Leave, with enhanced pay for the latter. We have also introduced a Working from Home policy enabling employees to split their time between the office and home where possible.

Attraction, Recruitment and Progression at UTAC

Throughout 2022 we have continued to challenge ourselves in hiring and developing female talent in our business. 2022 focus activities include; active mentorships for those on our Future Talent Programmes, careful vetting and briefing of our Recruitment agencies and a significant increase in female appointments to senior management roles.

Qualified, gender-neutral recruitment campaigns have continued to attract applications from across the spectrum with a sustained uplift in quality and quantity from female talent in STEM subjects. Multiple stakeholder reviews of applicants prior to short-listing and both male and female interviewers practicing a refined and structured selection process are now the norm.

Our actions to close the gender pay gap have increased the number of female employees at senior levels in our organisation. Increasing gender diversity is integral to our long-term goals. We recognise that being able to attract, develop and retain top female talent is crucial, and will ultimately deliver superior performance.

Diversity, Equity and Inclusion will achieve even greater prominence in the coming years as the UTAC group, of which UTAC Millbrook is a significant part, seeks to leverage the full mix of gender, ethnicity and difference in our people.

Evaluation of our gender pay data indicates that the difference in average pay is due to proportionately more men being employed than women. It remains important to note that men and women performing the same role at UTAC are paid equally.

We can confirm that the data in this report are accurate.

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Chief HR Officer



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