

Gender Pay Gap

Report 2024

SCHAEFFLER

Schaeffler (UK) Ltd is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5th April 2024.

What are the underlying causes of Schaeffler (UK) Ltd.’s gender pay gap?

Schaeffler UK Ltd. is dedicated to promoting equal pay and closing the gender pay gap. We believe that every individual deserves fair compensation based on their skills and contributions, and we are committed to creating a work environment that reflects these values. Our workplace policies and practices are updated regularly to ensure they reflect our commitment to creating an inclusive and supportive culture that fosters trust, teamwork, and equal opportunity.

Schaeffler (UK) Ltd. remains confident that the published data does not originate from paying different genders differing salaries for the same or equivalent work. This data is as a result of a historically male dominated industry encouraging and facilitating female colleagues to achieve their full potential. Schaeffler (UK) Ltd has taken purposeful steps through the introduction of flexible/ hybrid working, family friendly policies, and training in an attempt to counteract the archaic and stereotypical thinking that can be associated with this industry. Due to the inflexible nature of some of our work, particularly in production roles, we are offering more flexibility within these strict constraints, namely, part time contracts and adjusted hours where possible.

The Gender Pay Gap Report for 2024 reveals a mean gender pay gap of 12%, a sharp decrease from last year’s 29.8%. The median pay gap has seen a marginal rise, from 12.8% to 13.8%. These figures demonstrate the continued efforts to address the underlying issues that contribute to the gender pay gap. Nevertheless, Schaeffler acknowledges that they must continue to drive change to support a fairer future for all.

We pledge to continue undertaking meaningful steps to develop our talents and promote equality in order to close the gender pay gap.

What are the key points from this year’s development and what is Schaeffler (UK) Ltd. doing to address this gap?

On reflection, there has been considerable progress over the last 12 months with the decrease of 17.8% in the mean gender pay gap. This progress highlights the importance of the initiatives that Schaeffler (UK) Ltd. has implemented over the last few years through women mentoring, STEM sponsorship and leadership training. We aim to empower our female employees to reach their full potential and increase their representation throughout the organisation.

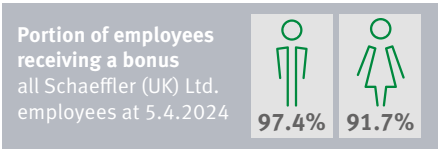
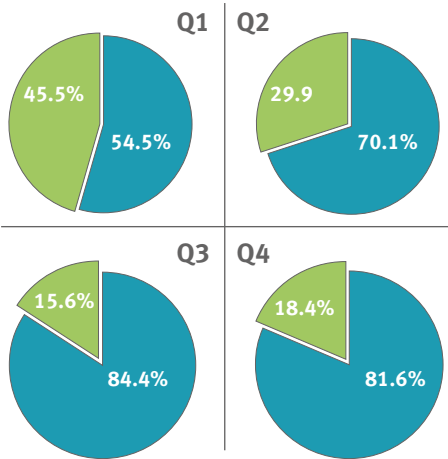
The median pay gap has increased by 1%; one identifier of this, is the imbalance of male to female employees across all levels of the organisation. In Schaeffler (UK) Ltd., we have a greater proportion of male colleagues in senior roles which does undermine the progress towards gender pay equality, despite our efforts to actively develop female colleagues through our Women Mentoring Scheme.

Our commitment to developing our female colleagues is a double-edged sword, we have internally promoted our most senior female leaders over the last 12 months, resulting in a gain for our European colleagues but a disadvantage for us at a country level. Whilst this is an achievement for our female employees, it reinforces the message that despite our relatively small population, we must not become complacent; this is a continuous obligation for us as an employer.

It is paramount to acknowledge that we must continue our efforts in addressing this gap and work on our weaker areas. We are committing to develop more female employees into operational leadership roles; we remain dedicated to fostering a culture of equal opportunity, diversity, and inclusion for all employees at Schaeffler (UK) Ltd.

Over the next 12 months, Schaeffler (UK) Ltd. will continue to take meaningful steps that will further nurture our female talent and provide opportunities for career development. We aim to reach a point where our senior leadership positions are balanced in terms of gender representation. Overall, we believe that our targeted training, development initiatives and frequent monitoring of our pay gaps at all levels of the organisation will work towards an environment where everyone is treated fairly and equally and has the opportunity to succeed.

Quartiles Males Females



Pay Gap 2023	
Mean	29.8%
Median	12.8%
Pay Gap 2024	
Mean	12%
Median	13.8%

“We aim to reach a point where our senior leadership positions are balanced in terms of gender representation.”


I, Greig Littlefair, Managing Director Schaeffler (UK) Ltd, confirm that the information contained in this statement is accurate.
Date: 22.1.2025