

# RENAULT SPORT RACING GENDER PAY GAP REPORT 2018

At Renault Sport Racing we work to attract, motivate, develop and retain the best talent, our ability to be competitive depends on it. Legislation came into force in April 2017 that meant any UK organisation with more than 250 employees is required to publish their gender pay gap.

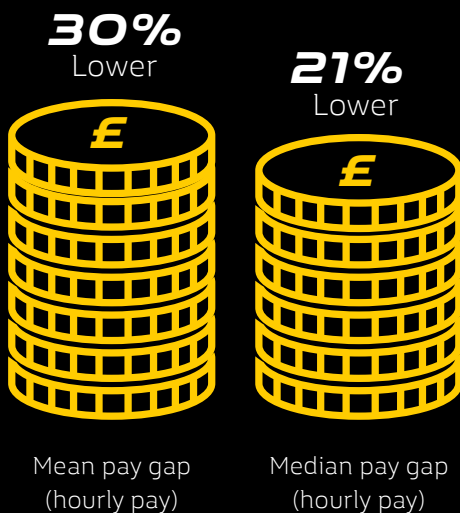
We published our first report in March 2018. This second report is based on our employee data at the 5th April 2018, where our workforce consisted of 592 men and 71 women. The figures show that Renault Sport Racing has a mean gender pay gap of 30% and a median gender pay gap of 21%.

**The mean gender pay gap** – is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

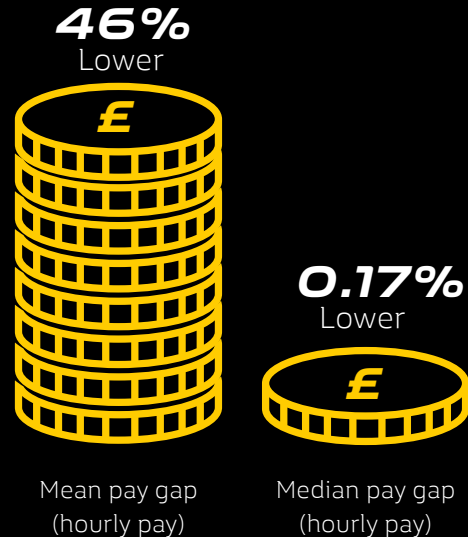
**The median gender pay gap** – is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The gender pay gap refers to the difference in hourly earnings between men and women working for an organisation regardless of their roles, rather than men and women in the same role.

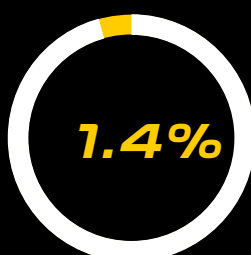
## Womens earnings are:



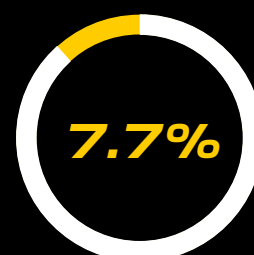
## Womens bonuses are:



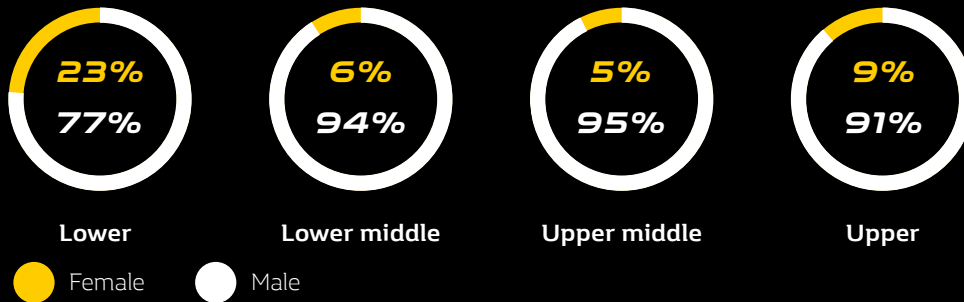
## Proportion of female employees receiving a bonus



## Proportion of male employees receiving a bonus



## Proportion of men and women in each pay quartile (%)



The upper quartile contains 165 employees and the remaining three contain 166 employees, with the highest paid people in the upper quartile through to the lowest paid in the lower quartile.

In 2018 RSR's overall gender split remained 11% women and 89% men (as in 2017). We recognise that this is a long-term challenge to address. In the UK just 22% of roles in core science, technology, engineering and mathematics (STEM) occupations are held by women.

## How we are supporting long term growth in female talent within engineering and technology

Encouraging young women to see engineering and technology as a future career remains a key focus for us. We continue working closely with schools, colleges and universities and we hope to increase the proportion of women recruited as apprentices, interns and graduates.

We are active on several university industrial advisory boards, working closely to guide and support career paths through academia and into engineering roles. We have also started a programme with a local girls school to learn and understand key influences at a younger age and help inspire choices through the high profile of Formula One engineering.

At Renault Sport Racing we are committed to achieving and growing a diverse, balanced and inclusive workforce consistent with the Renault Group Diversity Policy.

### **DARE TO BE DIFFERENT**

We also supported a large Dare to be Different event – 'a high profile initiative that helps to inspire, connect, showcase and develop women who either currently work in or want to work in the motor sport arena'. The event included several of hands on practical engineering and scientific challenges held at Silverstone circuit supported by several of our women engineers, helping encourage a large group of local school girls into Motorsport.

### **STEM**

We will continue participating in large scale STEM events reaching audiences of up to 800 per event to inspire A level students to take on further education within engineering and technology. Using the broad appeal of Formula 1 to reach out to students from diverse backgrounds.

## Summary

We know there is still much work to do to encourage girls into motorsport and engineering and we will continue to boost our investment in our relationships with schools, colleges and universities to encourage young women to view engineering as a future career path. Changing the gender imbalance will require significant change in our industry and society but at Renault Sport Racing we are committed to ensuring that we are doing everything we can to provide an inclusive culture.

A stylized, handwritten signature in white ink, likely belonging to Cyril Abiteboul.

Cyril Abiteboul