



Gender Pay Gap Reporting 2021/2022

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involved carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- Ensuring that we reward our people in an equitable way.

The challenge in our organisation and across the United Kingdom is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records from the three UK sites, Gillingham, Stonehouse, and Warwick that are covered by this reporting requirement.

We confirm that the calculations are accurate.

..... 4th April 2022 Date

.....  Signed on behalf of BorgWarner

Gwyneth Hodgkinson

HR Business Partner