

GENDER PAY GAP 2018 RESULTS



From April 2018 it is now a UK Government requirement for companies with more than 250 employees to report their gender pay gap for all legal entities. The gap is based on six separate calculations of the difference in the average pay of men and women – regardless of the nature of their work – across the relevant legal entity, in our case Red Bull Technology (RBT). This is separate and different from equal pay comparison which involves direct comparison of two people or groups of people who carry out the same, similar or equivalent work.

This is RBT's first report based on the new gender pay reporting requirements and the results are strongly influenced by the salaries and gender make-up of our business.

/ PAY QUARTILES

We state the percentage of men and women in each of our 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 into four equal sized groups and calculating the percentage of males and females in each group. Our workforce is predominantly male which is reflected in each quartile by the percentage of men being greater than the percentage of women.

LOWER QUARTILE



MALE



FEMALE

LOWER MIDDLE



MALE



FEMALE

UPPER QUARTILE



MALE



FEMALE

UPPER MIDDLE



MALE



FEMALE

/ MEDIAN AND MEAN GAPS CALCULATED FOR BOTH SALARY AND BONUSES

Imagine a picture where all our male employees stood in a line in the order of lowest hourly rate of pay up to highest rate of pay. Imagine all our female employees did the same. The median gender gap is the difference in hourly pay between the male employee in the exact middle of their line and the female employee in the exact middle of their line.

The mean pay gap is the difference in average hourly rate of pay between all our male employees and all our female employees. This measure is strongly affected by the number of men and women in different roles. With more men at senior levels our average salary (median or mean) is higher than our average female salary.

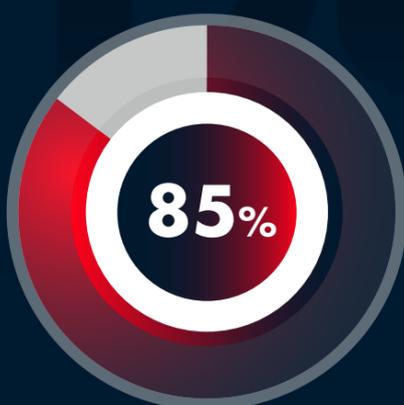
These median and mean calculations are also carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

/ PAY GAP AND BONUS DIFFERENCE BETWEEN MALE AND FEMALE UK EMPLOYEES

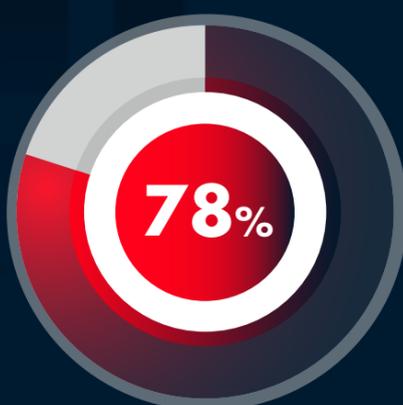
	MEAN	MEDIAN
Hourly Rate of Pay	40%	27%
Bonus Pay	-2.5%	0%

/ PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY

MALE



FEMALE



Christian Horner (OBE)
Team Principal

