

HONDA OF THE UK MANUFACTURING GENDER PAY REPORT 2018

At Honda we believe that having an inclusive workplace where people are treated equally is fundamental not only to creating an environment where our people feel empowered and able to be themselves, but is also key to the future success of the company. Our fundamental belief is based around respect for the individual and as part of this, Honda is committed to creating equal opportunities for every employee.

transparency of the results across all large companies will help to make a positive difference moving forward.

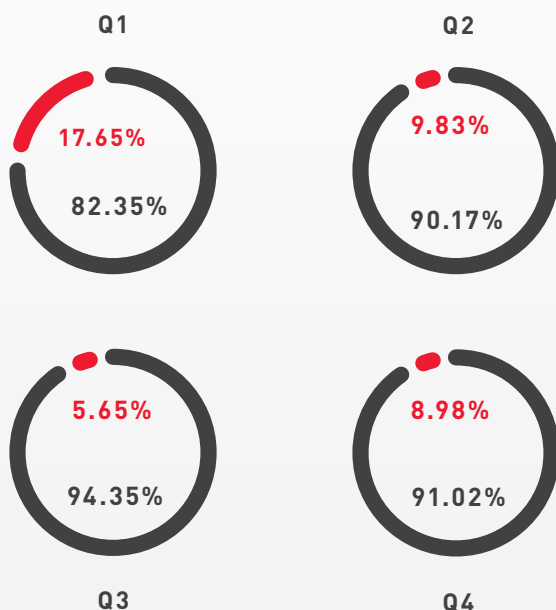
As required by UK legislation, the following report will detail our gender pay gap information for Honda of the UK Manufacturing.

We welcome the UK Government's Gender Pay Gap reporting initiative and believe

PAY DIFFERENCE BETWEEN MEN & WOMEN - HONDA OF THE UK MANUFACTURING

PAY QUARTILES ACROSS HONDA OF THE UK EMPLOYEES

The charts below show the gender distribution across Honda of the UK Manufacturing, shown in four equally sized pay quartiles. Women make up 10.5% of the overall workforce, which accounts for the low numbers in each quartile, however of the 351 women, 75 of those are within the highest pay quartile.



4.49%  Median Gender Pay Gap

6.01%  Mean Gender Pay Gap

18.1%

UK's National Median Gender Pay Gap
Source: Office of National Statistics 2016

The gender pay gap shows the difference between the average earnings of men and women. This is expressed as a percentage of men's earnings. Gender pay gap reporting is calculated in both median and mean averages. This helps give a more balanced overview of the gender pay gap across an organisation.

- The median average is calculated by listing all salaries in numerical order and selecting the middle number (if there is an even number of results, the median will be the mean of the two central numbers).
- The mean average is calculated by adding up all of the salaries and dividing it by the number of people in an organisation.

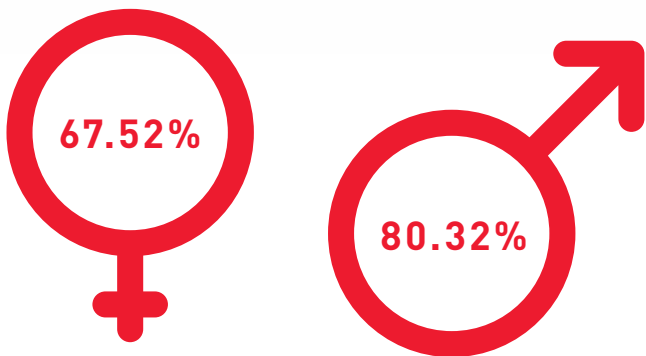
The chart above shows the gender pay gap for Honda of the UK Manufacturing, alongside the UK's national gender pay gap overall figure for comparison. Our results show that the median average pay of our women is 4.49% lower than our men, significantly lower than the UK national average of 18.1%.

The gender pay gap differs from equal pay, which is the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

PROPORTION OF HONDA OF THE UK EMPLOYEES RECEIVING A BONUS

Under gender pay gap legislation, a "bonus" is any cash, voucher or securities payment in addition to base salary which is non-recurring and does not relate to a specific allowance. For Honda, this will include long service awards and pay in lieu of salary review.

Honda of the UK Manufacturing operates performance pay schemes which reward all employees for the overall achievement against agreed targets. The charts below show the levels of inclusion of both men and women in our bonus schemes.



BONUS DIFFERENCE BETWEEN MEN & WOMEN

MEDIAN
13.13%

13.96%
MEAN

WE'RE
COMMITTED TO
MAKING A DIFFERENCE

Honda of the UK Manufacturing understands that sameness doesn't work in a production line and it doesn't work in a workforce. We embrace diversity and have always strived to bring people from different cultures, backgrounds, races, genders and sexual orientations together. We are committed to raising the numbers of women in our workforce and have updated our recruitment strategy to be more inclusive, in order to attract more female new starters.

We are working closely with our local communities to provide a greater understanding of the opportunities available, reaching out to local colleges and running tours of our facilities to students and those interested in our apprenticeship scheme.

At Honda of the UK Manufacturing we celebrate differences and are committed to creating equal opportunities for every employee.

We can confirm that the data shown in this report is accurate

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