

HONDA OF THE UK MANUFACTURING GENDER PAY REPORT 2020

HONDA
The Power of Dreams

At Honda we believe that having an inclusive workplace where people are treated equally is fundamental to creating an environment where our people feel empowered and able to be themselves. Our fundamental belief is based around respect for the individual.

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

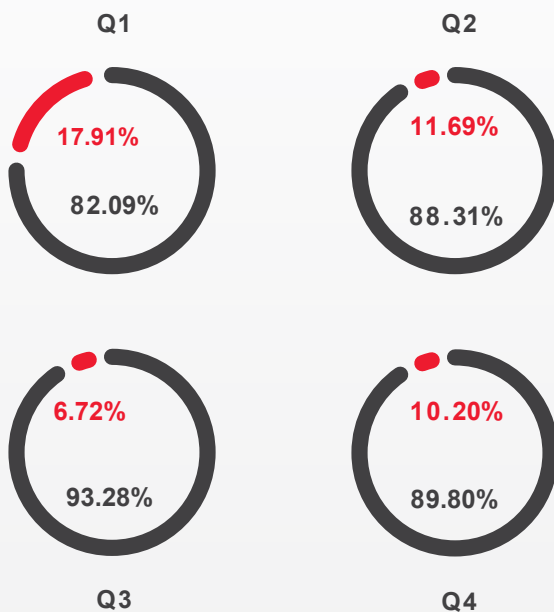
transparency of the results across all large companies will help to make a positive difference moving forward.

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

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

PAY QUANTILES 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 13.15% of the overall workforce, which accounts for the low numbers in each quartile, however of the 374 women, 82 of those are within the highest pay quartile.



3.52% Median Gender Pay Gap

4.95% Mean Gender Pay Gap

17.9%

UK's National Median Gender Pay Gap
Source: Office of National Statistics 2018

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.

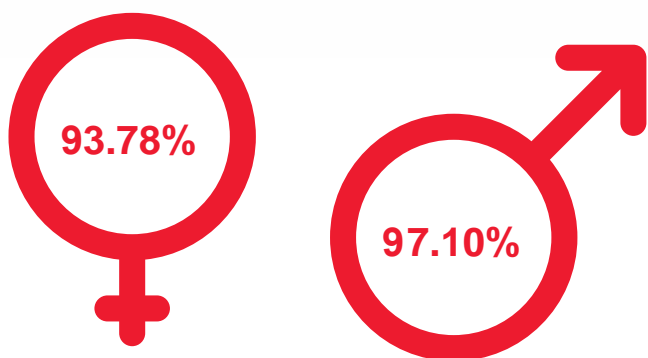
The chart above shows the gender pay gap for Honda of the UK Manufacturing, alongside the UK's national gender pay gap overall figure for comparison. Our results show that the median average pay of our women is 3.54% lower than our men, significantly lower than the UK national average of 17.9%.

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.

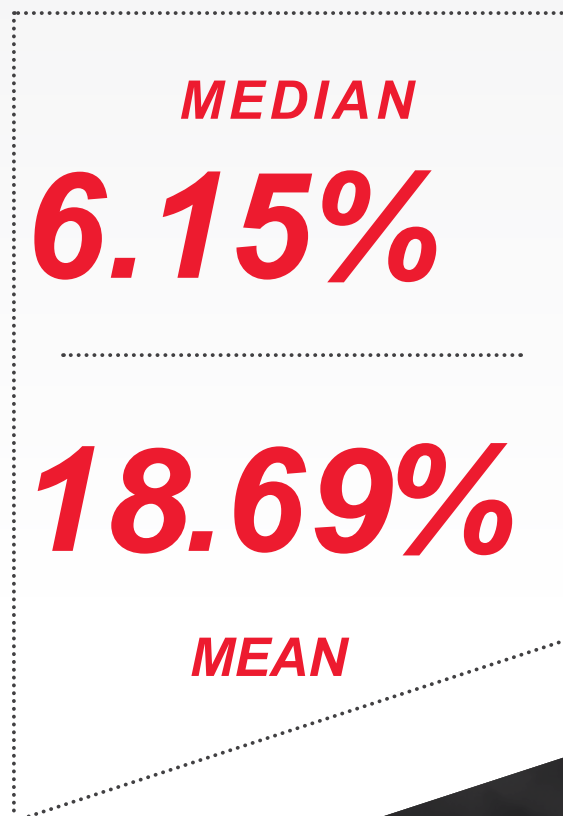
PROPORTION OF **HONDA OF THE UK** EMPLOYEES RECEIVING A BONUS

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**



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 have embraced diversity and have always strived to bring people from different cultures, backgrounds, races, genders and sexual orientations together.

Honda of the UK Manufacturing have been committed to creating equal opportunities for every employee over its 30 year history.

Our community and the society we live in is very important to us at Honda of the UK Manufacturing and our workforce reflects this.

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

Jason Smith
Director
Honda of the UK Manufacturing

Rebecca Robertson
Head of Business Operations
Honda of the UK Manufacturing