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FORMULA ONE™ TEAM

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A high-speed, low-angle shot of an Aston Martin Formula One car, likely the AMR21, racing on a track. The car is dark blue with silver and red accents, and the Aston Martin logo is visible on the sidepods. The background is a blur of green and white, suggesting motion. The overall image has a teal and blue color scheme.

GENDER PAY GAP REPORT APRIL 2021 RESULTS

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INTRODUCTION

Here at Aston Martin Aramco Cognizant Formula One™ Team, we are committed to an inclusive workplace where we seek diversity of views, experiences and backgrounds in our people to help drive forward innovation as we climb together to develop the team.

We have a duty to our people, our investors, our sponsors and our community to encourage and deliver a diverse, equal and inclusive place to work where the culture ensures everyone feels welcomed, respected supported and appreciated.

“We recognise that we still have work to do to reach this point and since joining the team we have established and appointed a DE&I leader to take forward these plans.”

MARTIN WHITMARSH
Group CEO, AMR GP Ltd



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WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference between the average earnings of men and women in an organisation, regardless of their roles. The data is based on calculations set by the government and is significantly influenced by the difference in the number of men and women at various levels within the organisations. This is expressed as a percentage.

HOW IS THE GENDER PAY GAP CALCULATED?

The Gender Pay Gap is not the same as Equal Pay. Equal Pay is the right for women and men to be paid the same for the same, or equivalent, work or work of equal value. Even when pay is equal, there may still be a gender pay gap.

THE MEAN

The mean Gender Pay Gap is an average. It is calculated by adding up the relevant payments to all male employees and dividing this by the total number of male employees and doing the same for female employees. The Mean Gender Pay Gap is the difference between the mean figures for men and women.

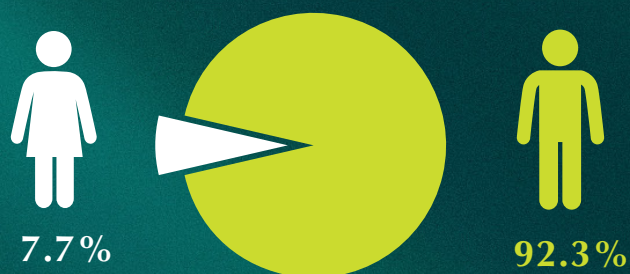
THE MEDIAN

The median Gender Pay Gap is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each. The difference in pay between those two individuals is the Median Pay Gap figure.



AN OVERVIEW OF OUR DATA

The following tables show our overall Gender Pay Gap data. This is a snapshot recorded on 31st March 2022. It also shows bonuses paid in the year.



Our data shows that our employee population remains predominantly male.

Women account for just over 10% of the engineering industry.* 21% of all engineering and technology entrants were women in 2018 to 2019. If trends continue at the same rate, gender equality will not be attained on these courses for another 3 decades.** We know there is still much work to do to encourage girls into motorsport and engineering to increase our talent pipeline for the future.

PAY QUARTILES

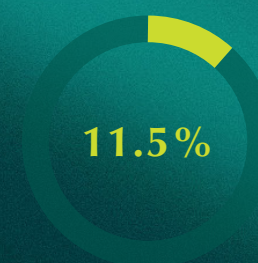
The quartiles are calculated by listing the rates of pay for each employee across the business – from highest to lowest – then splitting that list in to four equal sized groups and calculating the percentage of males and females in each group. Our workforce is predominately male which is reflected in the quartiles.



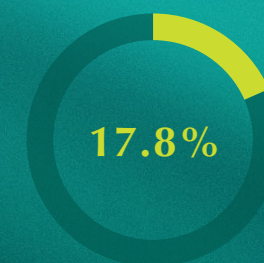
REFERENCES

* Update workforce statistics to September 2020 - Welcome to the WISE Campaign | ** [engineering-uk-report-2020-executive-summary.pdf](#)

MEDIAN AND MEAN GENDER PAY GAPS



AMF1 2021
GENDER PAY GAP:
MEDIAN

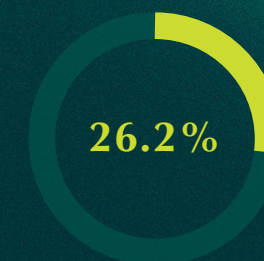


AMF1 2021
GENDER PAY GAP:
MEAN

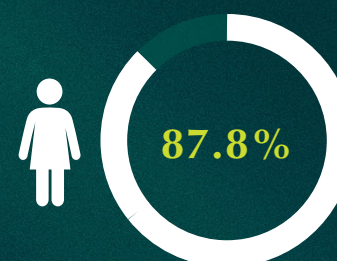
BONUS



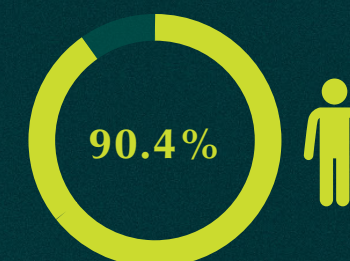
MEDIAN BONUS
PAY GAP



MEAN BONUS
PAY GAP



FEMALE EMPLOYEES WHO
RECEIVED A BONUS



MALE EMPLOYEES WHO
RECEIVED A BONUS

OUR PROGRESS THIS YEAR

BRYANNA HARDING - DE&I LEAD AT ASTON MARTIN
ARAMCO COGNIZANT FORMULA ONE™ TEAM

Since taking on the lead DE&I role we have continued to develop a longer-term DE&I strategy and recognise that we need to climb together to further improve this important part of the team's development. Our pay gap remains influenced by many of the same factors outlined in previous reports: There are more men than women in senior roles. We continue to look to improve our gender balance across the business and are taking positive steps to build a pipeline of more diverse young talent which will over time help us to reduce the pay gap.

Throughout 2021 that AMF1 DE&I Group has continued to grow and develop with a number of significant activities being achieved:

MENTORING WITH THE SOCIAL MOBILITY FOUNDATION

Earlier this year we signed a partnership with the Social Mobility Foundation. This partnership will see our colleagues' mentor young people on the opportunities there are for a career in technology and STEM.

"I joined the Social Mobility Foundation mentoring programme as I now work as an aerodynamicist at AMF1 and was passionate about working in motorsport since a young age. I was lucky to know about the opportunities there are to work in the sport, and I want to make sure young people today are also getting excited about F1 and STEM and see motorsport as a job opportunity they too can pursue as a career like me."

Eleanor Rajaratnam, AMF1 Aerodynamicist

INTERNATIONAL WOMEN'S DAY

For the first time since the Aston Martin Aramco Cognizant Formula One™ Team was established, we were able to come together in person to celebrate all the women that work at the team. The discussion was so positive for all our female staff and it was great to hear the amazing insights from our panellists who all agreed that the importance of using gender neutral language and speaking up when it's not right, the importance of bring your whole self to work and being your whole self all the time and the importance of CONFIDENCE and finding ways to strengthen and find confidence in those tricky times at work.



ELEANOR RAJARATNAM
AMF1 AERODYNAMICIST



LOOKING AHEAD

We will focus on delivering the commitments we have made in the DE&I strategy with a focus on:

- Building a pipeline of talent by educating and integrating young people, especially young women and young people from different ethnic and socio-economic backgrounds by forming partnerships and education programmes
- Continue to encourage voices of our team members so that we can continuously improve as a Team and an employer
- Establish diverse mentoring, sponsorship and work experience programmes
- Deliver DE&I training across the team and review and relaunch policies to reflect DE&I data
- Celebrate key DE&I dates and events such as International Women's Day and Pride Month

As we continue to consult and engage our colleagues in our DE&I strategy, we will use the data we have collected from our second DE&I survey so we can understand the voice of our staff and the comments and advice they give us.





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