

Gender Pay Gap

Meritor Heavy Vehicle Braking Systems (UK) Limited is fully committed to the principles of equal pay for all our employees. We are continually looking to build greater diversity across our business functions and operations at our facilities in Cwmbran. As an organisation we recognise the importance and benefit of diversity to our business and are dedicated to ensuring equal opportunities for all and equality across our pay and benefits structures.

Within our HR goals and objectives are metrics used to monitor diversity through our internal succession and development planning processes, promotions, and gender ratios within our professional and managerial roles.

The hourly gender pay gap measures the difference between men and women's average earnings for normal working hours. Our mean pay gap for average hourly pay as of April 2025 was -3.00%, which means that for every £1 earned by a male a female earned £1.0300, which is extremely positive and reflects our commitment to equal pay. The median was 2.79%.

We pay male and female employees engaged in the same or broadly similar work and activities the same rate of pay. We do continue to recognise that females are typically under-represented in our sector and continue to be committed to addressing this.

Our mean pay gap for bonus payments as of April 2025 was 9.55% and our median bonus pay gap was 10.13%. with 98.56% of male employees received a bonus & 94.33% of female employees received a bonus.

Below are the quartiles that represent the different pay groups:

Pay Quartiles:	Lower		Lower Middle		Upper Middle		Upper	
	Female	Male	Female	Male	Female	Male	Female	Male
	14.58%	85.42%	15.63%	84.38%	8.33%	91.67%	11.58%	88.42%

We are confident that we do not operate any form of discrimination within our reward structures. We are, however, committed to redressing the balance in pay ratios as best we can through our recruitment practices, internal promotion, and development opportunities. We also offer working practices such as flexible start and finish times and where practical home working to encourage diversity in our workforce.

I confirm that the information contained in this written statement is accurate.

Anna Byrne
 Director Accounting EU
 Meritor Heavy Vehicle Braking Systems (UK) Limited