

# Cummins in the UK 2024 Gender Pay Report

Cummins in the UK is required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish statutory calculations every year showing certain gender pay gap data between our male and female employees.

It is important to note that the gender pay gap is different to equal pay, which is about pay of men and women for equal work. An organization can have equal pay, and still have a gender pay gap. The mean gender pay gap is the difference in the average hourly pay for all women compared to all men. The median identifies the middle point of a population. The median pay gap is the gap between the hourly pay rate for a woman at the mid-point, compared to the pay rate of a man at the mid-point.

The mean pay for men within Cummins Ltd. is 3.9% higher than that of women. The median pay for men is 6.7% higher than that of women. The Cummins Ltd. gender pay gap remains low in the context of the 2023 national Manufacturing Sector average figure of 11.2% mean and 15.9% median.

## 1. CUMMINS LTD. RESULTS

### STATUTORY DISCLOSURE

The Gender Pay Reporting regulations require legal entities with more than 250 employees to provide entity-specific data. Cummins has four legal entities in the UK. One entity, Cummins Ltd. meets this criteria. The following information illustrates the data which is also available on the UK Government Gender Pay Reporting website.

#### CUMMINS LTD

As of 4 April 2024 - Total Employees - 4576

#### Gender Pay Gap

MEAN	MEDIAN
3.9%	6.7%

#### Gender Bonus Gap

MEAN	MEDIAN
-2.6%	4.4%

#### Proportion of employees in each pay quartile

QUARTILES	MALES	FEMALES
Upper	78.5	21.5
Upper Middle	83.0	17.0
Lower Middle	82.7	17.3
Lower	67.1	32.9

#### Proportion of employees receiving a bonus

MALES	FEMALES
99.5%	98.5%

#### Commentary

- The gender bonus gap between male and female has decreased since 2023. The median bonus gap has decreased from 8.4% in 2023 to 4.4% in 2024 and the mean bonus gap has decreased from 5% in 2023 to -2.6% (in favour of women) in 2024. The mean and median bonus gap are both now 'lower' by being closer to zero.
- By dividing the workforce into four equal-sized groups based upon hourly pay rates, the quartiles represent the pay rates from the lowest to the highest hourly rates, with the percentage of women and men in each quartile. As with previous years, female employees continue to be reasonably well represented in the four pay quartiles for Cummins Limited. Cummins Limited overall male / female split is 77.8% / 22.2% with a female representation in quartile 4 of 21.5%, an increase on 2023.

#### Our Commitment

Diversity and Inclusion power innovation and success among our employees, help us gain competitive advantage, and guide our actions and contributions to communities around the world. Our company, teams and society thrive when everyone is included and respected, and we are unwavering in our commitment to create stronger environments where everyone belongs.

At Cummins, diversity and inclusion are core company values and we believe we win with the power of difference. We remain fully committed to diversity and balance within our company, in the UK and across the world. We are focused on a number of strategic initiatives to increase the representation of women in our business at all levels. Our efforts reach further than just within the company as we continue to work with our local communities to encourage women to pursue careers in manufacturing and engineering. This report provides details of our continued commitment and some of the programmes we have underway in the UK.

- Participation in UK DE&I conferences
- Our RePower initiative recently relaunched which has further set targets for assignment numbers
- Our Leadership Programs (GLDP & BSY) participants are maintained at a gender balance (50/50)
- We are continuing our work towards increasing gender representation across our early year's talent pipelines
- Menopause awareness/support initiative has been put in place and maintained
- Our Total Rewards continues to advance the support for the most equitable pay structure through software implementations, such as a tool called "Syndio" which increases our internal capability to identify, and address pay inequities on an ongoing basis but also to strengthen our pay-offer capabilities for both new hires and promotions to further improve consistency to pay changes going forward. We are also developing new policies on Promotion, which will provide more guidelines for suitable range placements and progression relating to promotions and lateral moves
- Continued support of Women Empowerment Network (WEN) initiatives within all of Cummins UK entities
- A domestic abuse support Project called Safe Space – Implemented and maintained

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

#### Des McMenamin

Executive Director – Europe Regional Leader