



Gender Pay Gap Report

2022

Background

Since the 6th of April 2017 firms which employ more than 250 staff in Great Britain are required, by law, to publish annually the following four statistics:

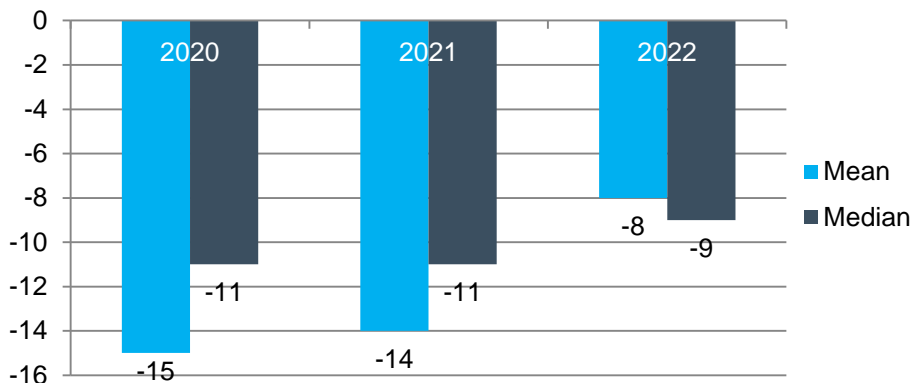
- Gender pay gap (mean and median averages).
- Gender bonus gap (mean and median averages).
- Proportion of male and female employees receiving a bonus.
- Proportion of male and female employees in each quartile of the organization's pay structure.

The gender pay gap indicates the difference between the average (mean or median) earnings of male employees and female employees. It is expressed as a percentage of the earnings of male employees. The gender pay gap does not compare the pay received by male or female employees for doing the same or equivalent work.

Dunlop Aircraft Tyres Gender Pay Gap

A positive percentage indicates that female employees have lower pay or bonuses than male employees. A negative percentage indicates that female employees have higher pay or bonuses than male employees.

Gender Pay Gap



Both the mean and median pay gaps have fallen over the period

Gender Bonus Pay Gap

0%

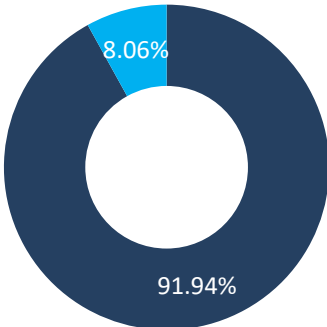
As a consequence of the ongoing effects of the Covid-19 pandemic Dunlop Aircraft Tyres did not pay a bonus during the period.

The latest gender pay gap statistics for Dunlop indicates a change in the gender pay gap %. It shows that fewer female employees have higher mean and median pay than male employees when compared to the previous report. Fundamentally this equates to a decrease in our gender pay gap.

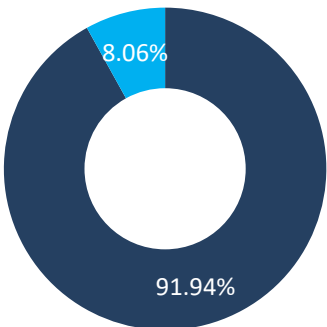
Pay Quartiles



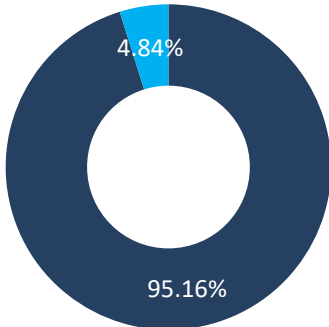
Upper Quartile



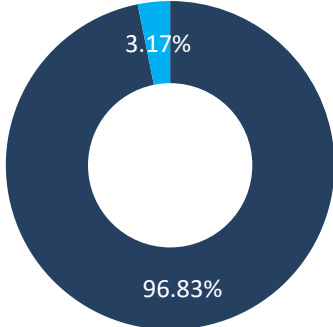
Third Quartile



Second Quartile



First Quartile



 Females

 Males

All quartile based pay groups contain more male employees than female employees. The Upper and Third quartiles comprise the greatest proportion of female employees. In comparison to the previous year these have declined in number with the Second quartile showing an increase in females from 3.66%.

Even with recruitment taking place during the period the workforce remains predominantly male orientated with our business residing in a traditionally male dominated industry. We recognise however, that we need to continue to attract more females into the business.



Our goal: To be the first choice supplier of aircraft tyres.

Dunlop Aircraft Tyres remain committed to equality opportunity in employment. It commits to make full use of the talents and resources of all our employees. Dunlop's equal opportunities policy applies to all aspects of employment including recruitment, pay, conditions, training, promotion, disciplinary and grievance procedures and termination of employment. The policy is supported by the Dunlop Aircraft Tyres company values and will going forward be supported by our ESG (Environmental, Social, Governance) Policy.

Dunlop intends to achieve a more gender balanced workforce. Commitments it has made will continue as will the review and updating of policies to assist with the recruitment, retention and development of all staff.

Sarah Bentzen
Chief People Officer