

ALPINE RACING GENDER PAY GAP REPORT 2022

At Alpine Racing we work to attract, motivate, develop and retain the best talent, our ability to be competitive depends on it. Legislation came into force in April 2017 that meant any UK organisation with more than 250 employees is required to publish their gender pay gap.

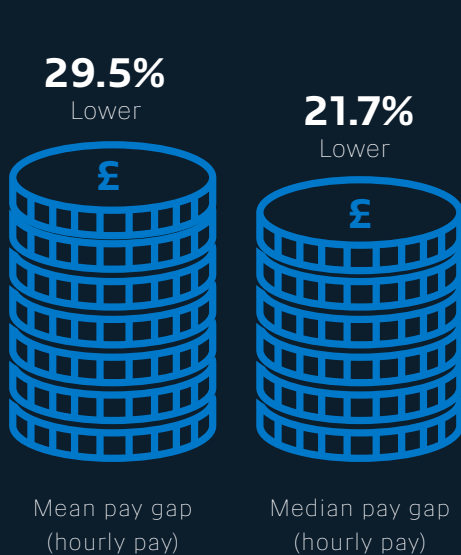
The mean gender pay gap – is the difference between the mean (average) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap – is the difference between the median (mid-point) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

This report is based on our employee data at the 5th April 2021, where our workforce consisted of 707 men and 90 women. The calculation for the report were made on 797 full pay relevant employees with 685 men and 87 women. This snapshot data is not a true reflection of the overall company gender pay details. The figures show that Alpine Racing has a mean gender pay gap of 29.5% and a median gender pay gap of 21.7%.

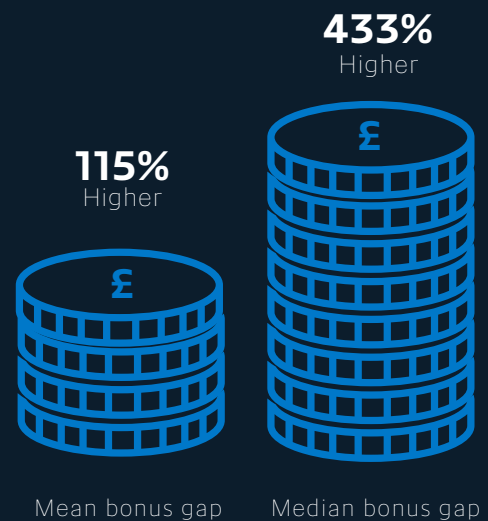
Gender Pay Gap:

Women's earnings are:

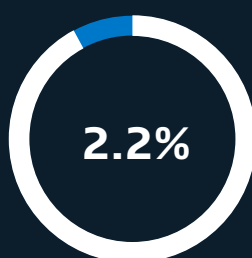


Bonus Pay Gap:

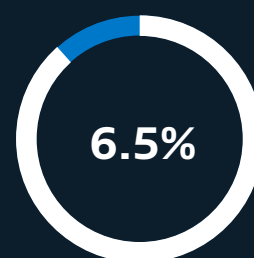
Women's bonuses are:



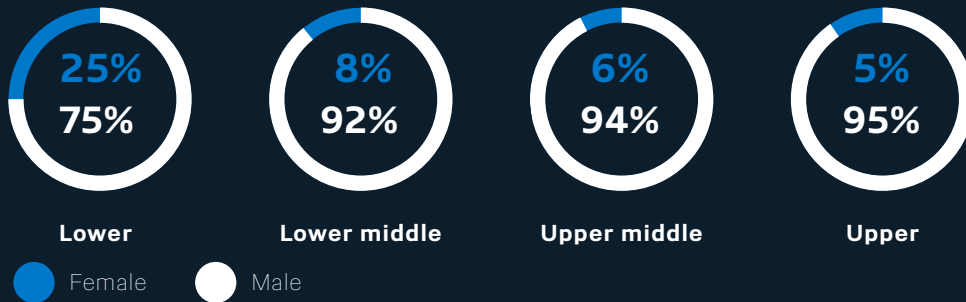
Proportion of female employees receiving a bonus



Proportion of male employees receiving a bonus



Proportion of men and women in each pay quartile (%)



All quartiles contain 193 employees, with the highest paid people in the upper quartile through to the lowest paid in the lower quartile.

In 2021 Alpine's overall gender split was 11% women and 89% men. We recognise that this is a long-term challenge to address. In the UK just 24% of roles in core science, technology, engineering and mathematics (STEM) occupations are held by women.

What we are doing to close the gap?

We offer flexible working across our organisation, ensuring that our staff can work in a way that works best for both their career aspirations and their home life.

Encouraging young women to see engineering and technology as a future career is highly important to us, that is why in 2022 we are starting to work closely with schools, colleges and universities to help and nurture young women into our industry. With the hope that we increase the proportion of women we have in our Apprentice, Intern and Graduate roles, ultimately leading to more women permanently working in motorsport.

Alpine Ladies Mentoring Scheme:

We have put together a proposal to roll out an Alpine Ladies Mentoring Scheme, we will work with girls starting from their early school years when they are beginning to think about their GCSE options and carrying through to college/university and their further education years. The idea of the scheme will be to inspire, support and track the progress of girls getting into the motorsport industry and to understand what potential barriers might be stopping them and help them overcome these. This has been proposed to the Enstone Diversity and Inclusion group, and we are now moving forwards with a pilot study.

Work Experience:

In 2022 we have committed to having a 50% girls' intake on our Work Experience Programme. The students will be placed across all areas of our organisation, this will help children to gain an insight into the different positions available within the industry.

'Ladies of Alpine - The Series' Alpine F1 Team - Formula Careers

We held a 'Ladies of Alpine Series' which was facilitated by Formula Careers. They interviewed 5 ladies from across the industry and spoke to them about how their role and how they got in to F1.

Case Study: Joy Pratt & Girls on Track

When I was of school age, I had a passion for science and maths. One day for a school art project I drew an F1 car, its intricacies fascinated me, and this suddenly opened my eyes up to the world of Formula One. I started watching the sport and quickly fell in love, learning and researching more and more. The science and maths from my schooling became engineering and after being selected for a week's work experience with Williams F1 I was soon on my way to University to study Engineering and become an engineer.

I really enjoyed my course, however that summer after my first year I started working with a GT racing team and that's where my fire really got lit. Gaining hands on experience, travelling the country and then the world racing was really special and I knew this is where I wanted to be. I was a race mechanic for many years working on both closed and open wheel cars. My eyes have always been firmly on Formula one and a couple of years ago I got my foot in the door at Alpine F1 then Renault F1. I began working in the Model shop of the Aerodynamics department, which opened my

eyes up to the work involved in producing and constantly updating a scale model car. I am now working in Sub-assembly, producing and servicing parts for our F1 on track cars. It's a role I am thoroughly enjoying and cannot wait for the season to start and the fruits of everyone at Alpines labour to be on show.

I recently travelled up to Manchester with one of our F1 show cars and a selection of female staff from across Alpine to support a Girls on Track event. With the aim to inspire young girls towards choosing STEM career. Many of the girls had little or no knowledge of Formula One or motorsport in general. They were given activities to do throughout the day which highlighted some of the different areas of motorsport, media, fitness, race craft, engineering, hands on skills etc.

We talked about our different roles and some of the other roles that exist within the team and gave them a basic overview of how the car worked. They had plenty of questions for us to answer and the feedback received was very positive.

It was a real pleasure to talk with the girls and hopefully we have had an impact on their future career decisions. At the very least we have given them some insight into how a Formula One car works and everything that goes into creating the car and the team of people involved in its running.



(Girls on Track – November 2021)



(Joy Pratt – Sub Assembly Technician)

Achieving equal rights is a continual battle being fought for everyday, all over the world. There is no place where discrimination does not exist and persist and gender representation is a key component to overcoming its many layers. We must be aware of the work yet to be done in this company, at all levels of the hierarchy to create a workspace that allows female talent to take its full place and to grow. Moving forward, we must allow and help female role models to thrive. I am aware that the automotive sector still has a long way to go when it comes to equality, and I intend to make Alpine a leader in this shifting mindset to create an inclusive, responsible and respectful environment. This way, we can inspire the future generations, so that young girls and boys alike never hold back their ambitions, and can grow in a world of equal opportunity.



Laurent Rossi
CEO of Alpine Racing Ltd