

ALPINE RACING GENDER PAY GAP REPORT 2022

2023



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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 2022, where our workforce consisted of 739 men and 101 women. The calculations for the report were made on 796 full pay relevant employees with 705 men and 91 women. This snapshot data is not a true reflection of the overall company gender pay details.

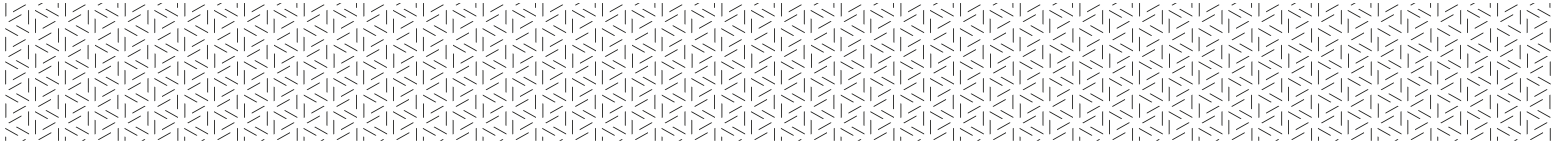


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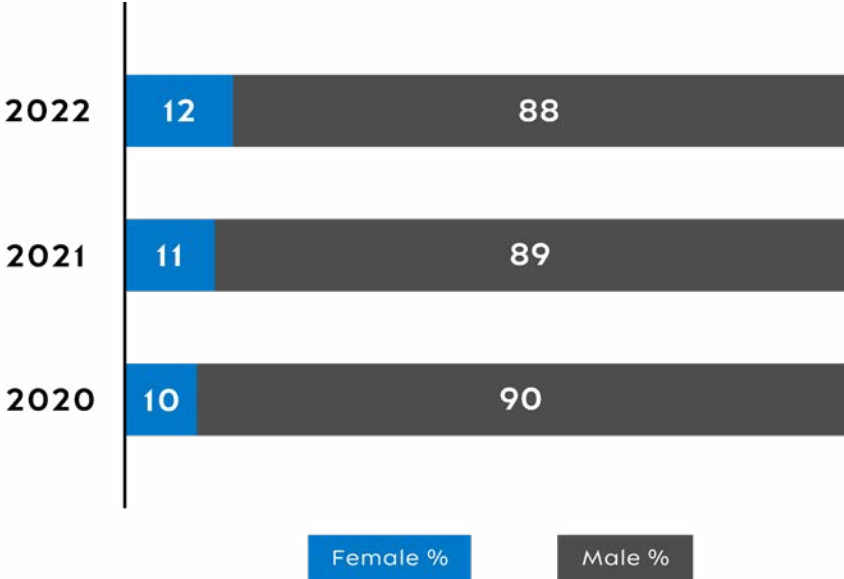


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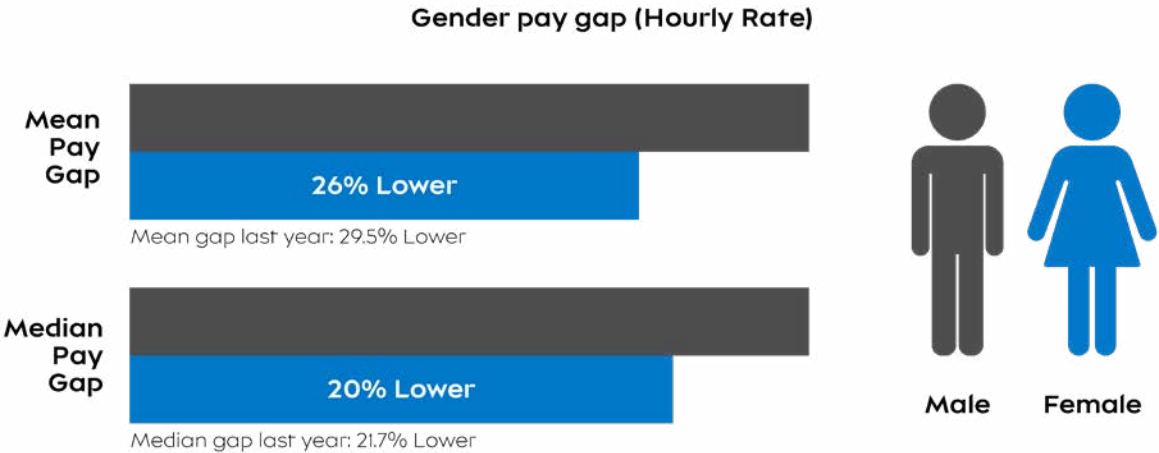
Gender Split

In 2022 Alpine’s overall gender split was 12% women and 88% men. It is a slow but steady increase, and we recognise that this is a long-term challenge to address.

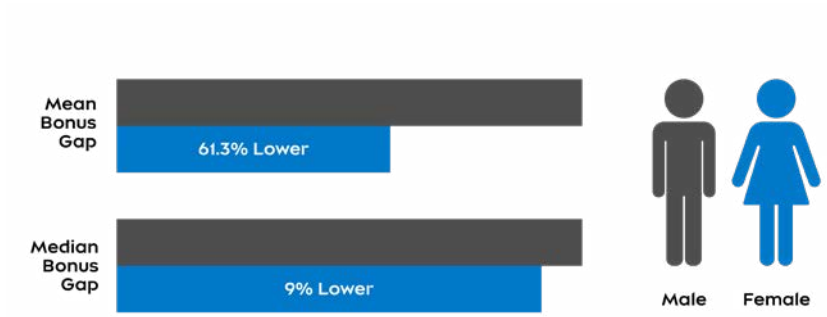


Gender Pay Gap

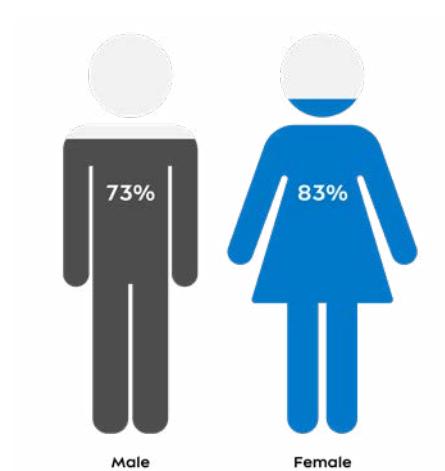
The figures show that Alpine Racing has a mean gender pay gap of 26% and a median gender pay gap of 20%.



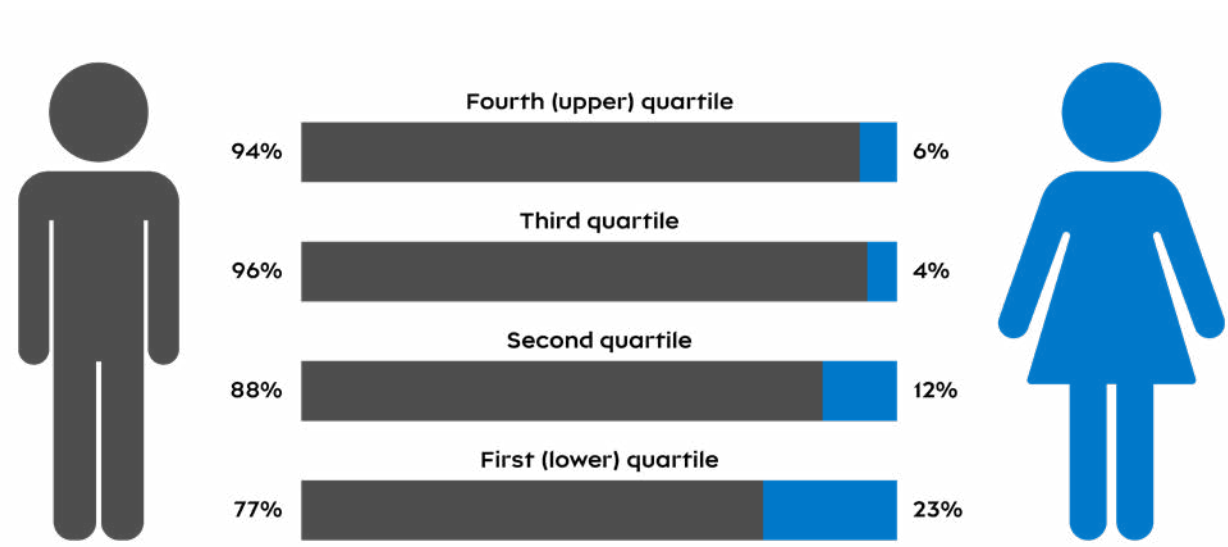
Bonus pay gap



Proportion of employees who received a bonus



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



All quartiles contain 199 employees, with the highest paid people in the upper quartile through to the lowest paid in the lower quartile.

ALPINE RAC(H)ER

Rac(H)er Programme

Alpine is committed to its fight against bias and prejudices against women in motorsports and in the industry. For Alpine, bringing diversity to its workforce while maintaining a meritocracy is an important pillar in improving its overall performance. Phase 2 of Alpine's Rac(H)er Programme has been announced for 2023 confirming our ambition to promote equal opportunities for men and women to enhance our performance. This includes:

- A new Human High Performance Centre housing a unique research programme to measure the physical, physiological, and cognitive data of its drivers and teams, whatever their gender, putting performance at the heart of its training programme.
- Promoting new talents, with more girls joining our Academy as part of Alpine's ambition to expand its opportunities to young talents. Six female racers will also join our young driver karting programme developing female racing talent.

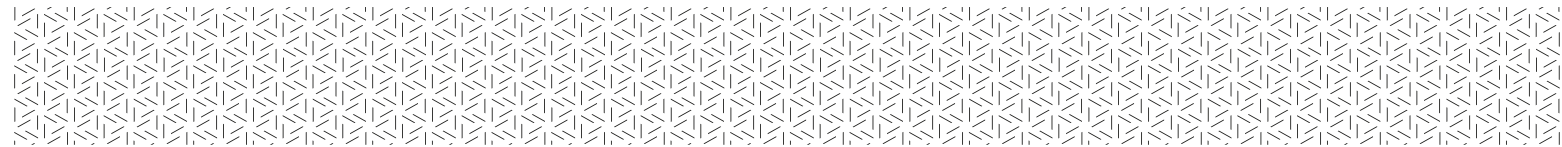


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BWT
ALPINE
F1™ TEAM



BWT ALPINE F1 TEAM GIRLS **MENTORING** SCHEME

Girls Mentoring Scheme

Alpine has now launched the BWT Alpine F1 Girls Mentoring Scheme for school-aged girls in Year 9, who aspire to work in motorsport.

The mentoring scheme has been designed for future motorsport professionals interested in factory, office and engineering roles.

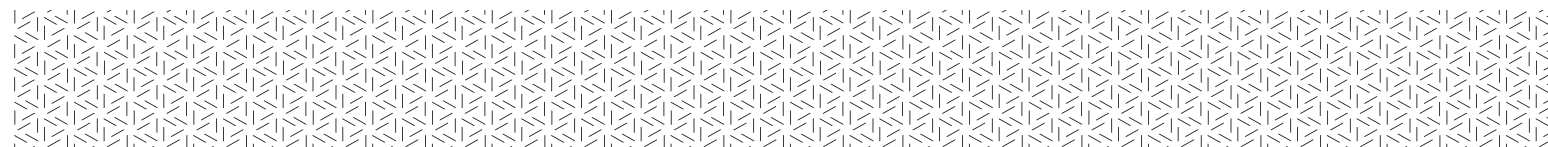
30 Year 9 girls have been selected to be a mentee on the scheme and have been matched with 1 of 13 Alpine F1 Team mentors. The mentor will provide guidance and support via regular video conferences and face-to-face meet-ups, giving regular advice and encouragement to the mentee.

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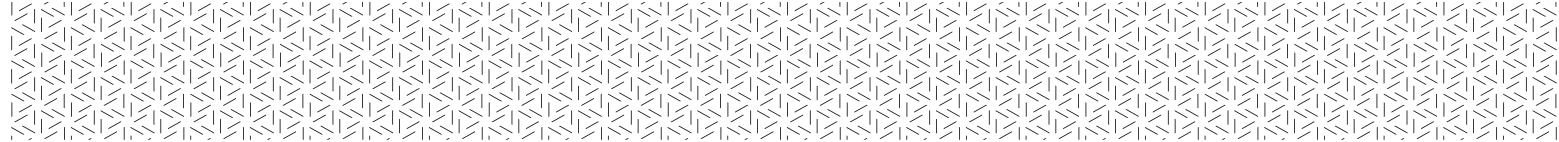


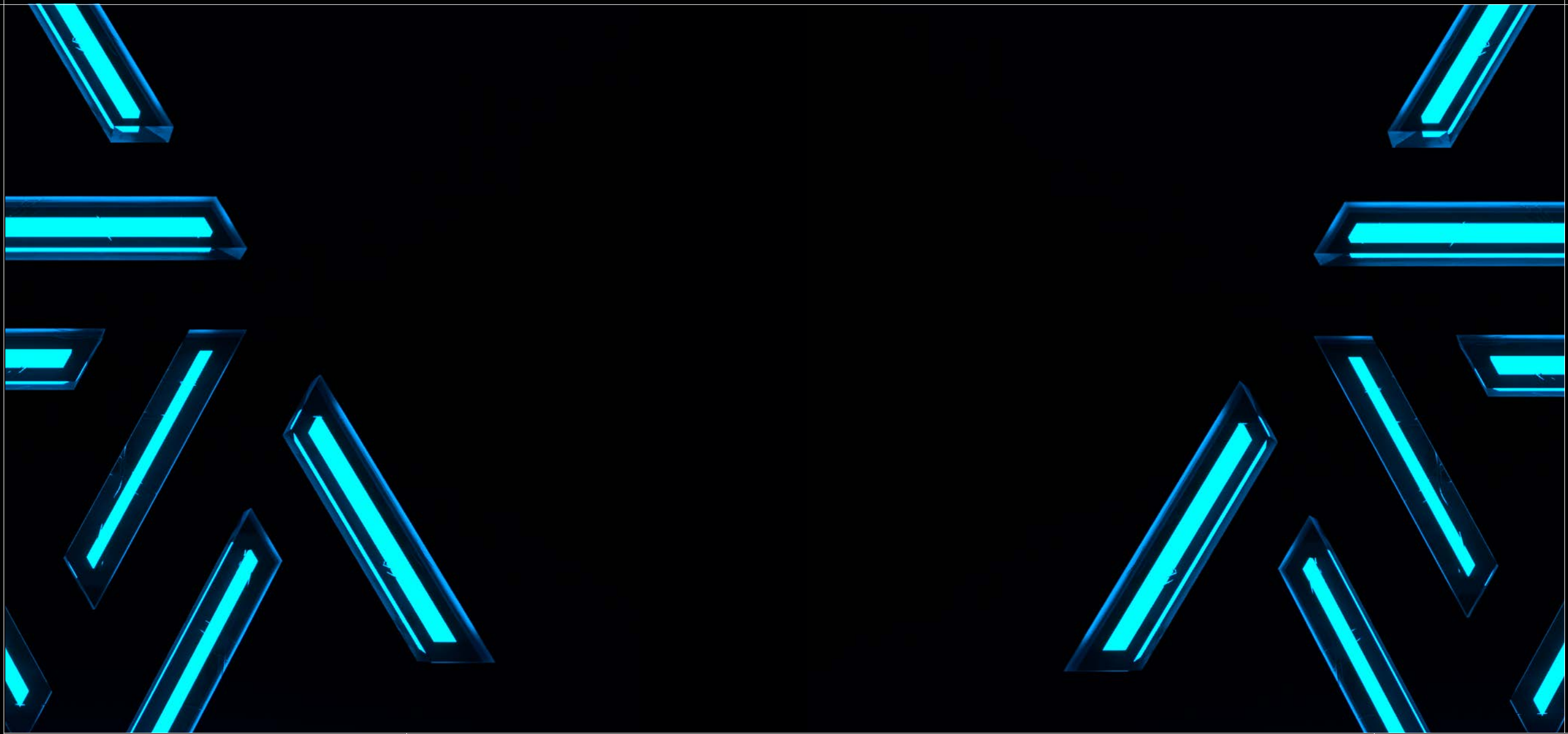
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Otmar Szafnauer

"Whilst conducting an essential cultural shift in our organisation, we are committed to achieving diversity and inclusion in our workplace. We are clear that this is an ongoing process, aware of the overall under-representation of women in the automotive sector. We remain committed to making progress and taking action to ensure that all of our employees are treated equally and fairly. We recognise the responsibility to ensure everyone has the same chances to thrive and succeed, regardless of gender. By closing the gap, we can create a future where every individual has the chance to make the most of their talent and potential and where their contribution is valued and recognised. It is also crucial for wider sustainable growth and social progress."





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