

ALPINE RACING

GENDER PAY GAP

REPORT 2023

 **BWT**
ALPINE
F1® TEAM

—→ THIS IS ALPINE RACING'S SEVENTH UK GENDER PAY GAP REPORT AND IS PREPARED IN ACCORDANCE WITH LEGISLATION THAT CAME INTO FORCE IN APRIL 2017, WHERE EMPLOYERS WITH MORE THAN 250 EMPLOYEES ARE REQUIRED TO PUBLISH THEIR GENDER PAY GAP USING A SNAPSHOT DATE OF 5TH APRIL EACH YEAR.



—> **Why do we have a pay gap?**

One reason is due to the motorsport industry traditionally being male dominated. At Alpine Racing, we strive to retain, develop, and attract a more diverse range of talent including women through DE&I awareness and becoming a more inclusive employer.

Additionally, it is attributable to our uneven gender representation where we have proportionally fewer women at our most senior levels than the previous year. As the pay is higher at these senior levels it creates a gap between mean and median pay for men and women.

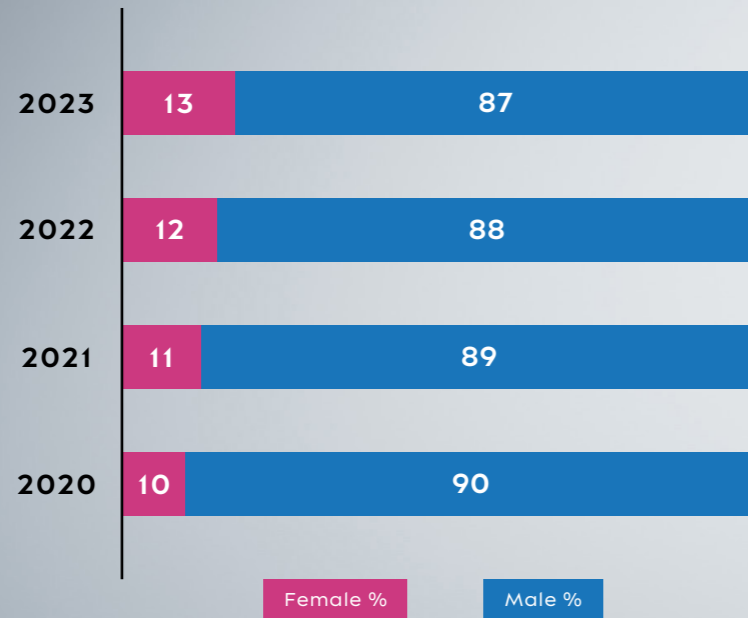
What are we doing to overcome it?

Over the coming year at Alpine Racing, we will continue working hard to raise awareness of diversity including gender. Through this we believe we will encourage change, conversations, and curiosity which in turn will enable us to positively impact the overall diversity of our team.



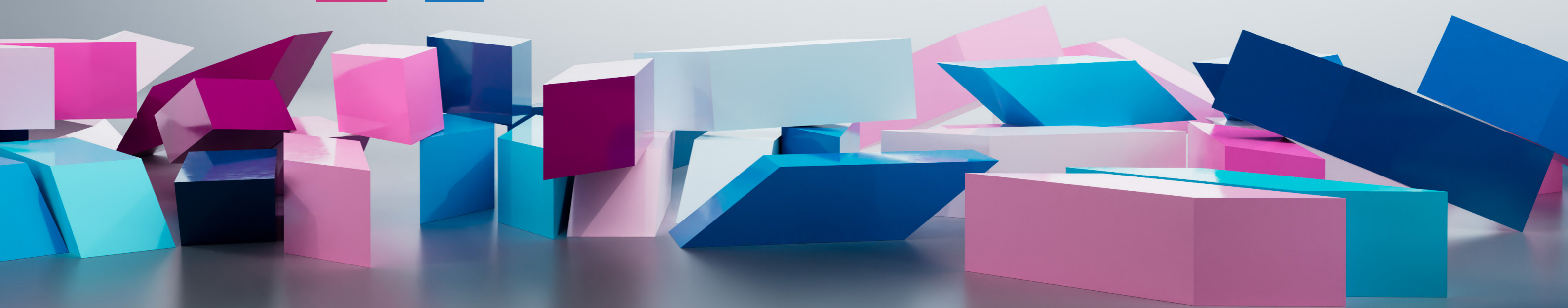
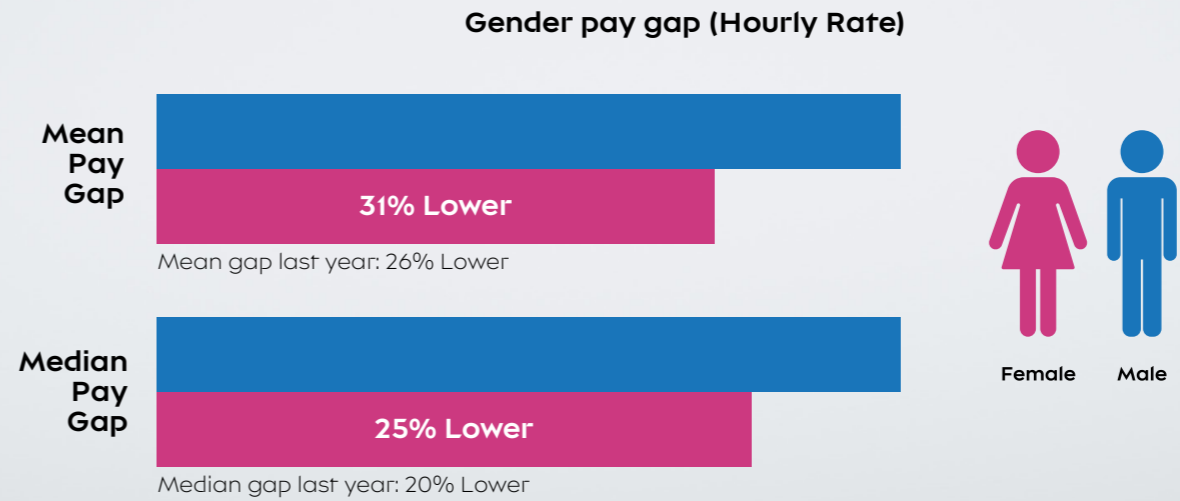
Gender Split

In 2023 Alpine's overall gender split was 13% women and 87% men. It is a slow but steady increase, and we recognise that this is a long-term challenge to address.

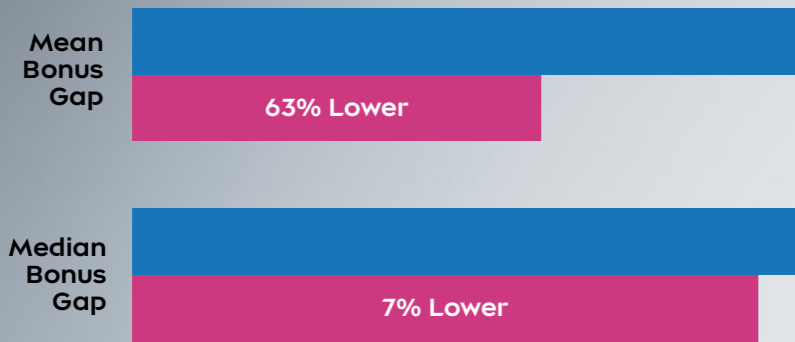


Gender Pay Gap

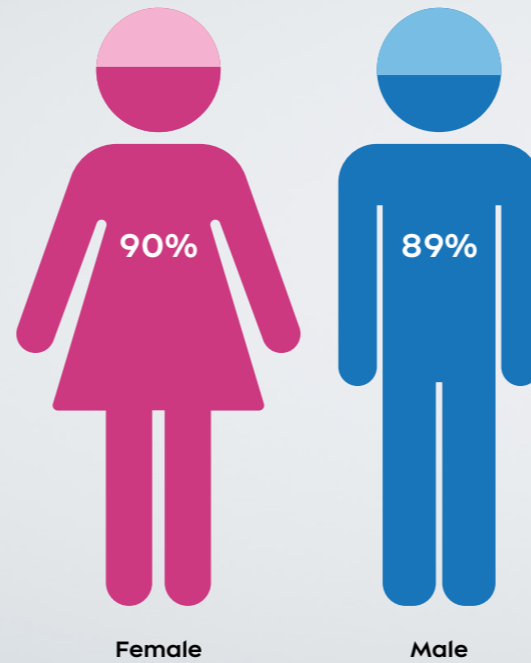
The figures show that Alpine Racing has a mean gender pay gap of 31% and a median gender pay gap of 25%.



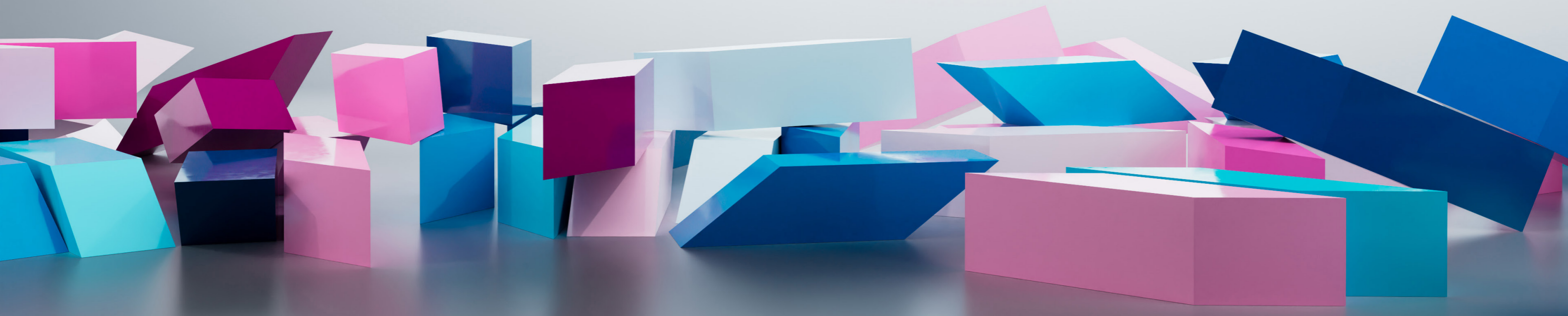
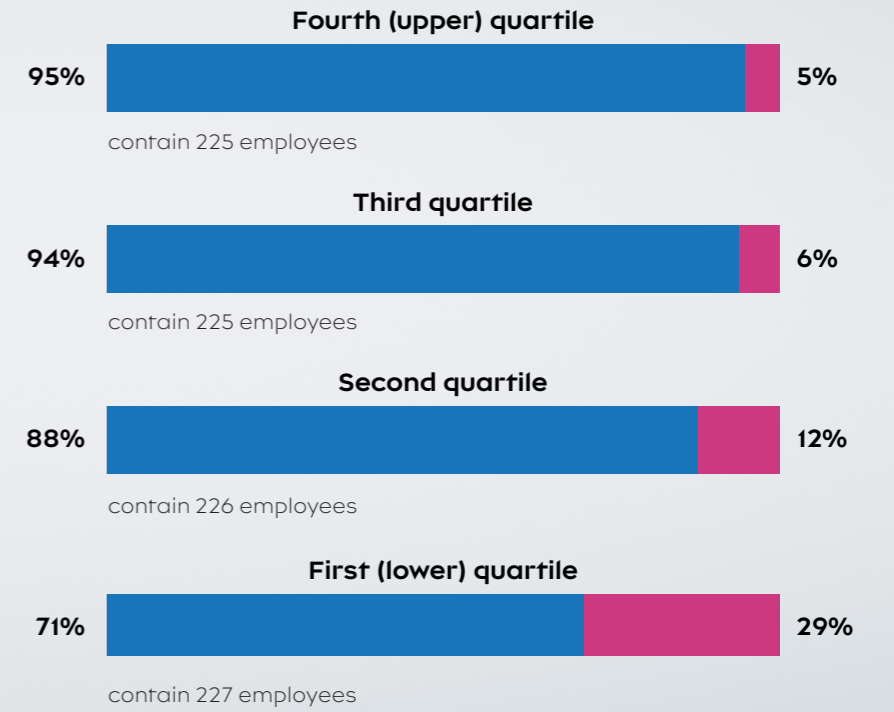
→ Bonus pay gap



→ Proportion of employees who received a bonus



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





→ **Rac(H)er Programme**

The Rac(H)er Programme was launched in 2022 as part of Renault and Alpine's commitment to increasing diversity within its own workforce and taking leadership in promoting the inclusion of women in the motorsport and automotive industries.

→ The Rac(H)er Programme is split into two main focus areas:

Trackside which centres around the Rac(H)er driver line-up and Alpine's ambition to support female drivers from a grassroots level.

- In 2023, Alpine provided an update on the programme, announcing a Rac(H)er line-up of six drivers who would receive technical support and participate in the programme's scientific study, which aims to break down the alleged hurdles.

- For 2024, the Rac(H)er line-up consists of five drivers who will all receive funding as part of the programme, alongside a continuation of the technical support they received in 2023.

→ On the other side of the programme is the Rac(H)er recruitment initiative, which centres around Alpine's commitment to increase the diversity within the company.

→ Race Into STEM Programme

The Race Into STEM Programme was launched in early February of this year, a collaboration between Alpine's Rac(H)er Programme and Microsoft. The programme was launched off the back of a pilot event in Mexico in 2023 and targets to inspire more young women into STEM subjects by providing them with workshops and resources they wouldn't normally have access to.

- Through programmes such as the Girls Mentoring Scheme, the Race Into STEM Initiative powered by Microsoft and the Women in Engineering Group, the team aims to encourage more young women to study and take an interest in STEM subjects and apply for engineering jobs and other roles at Alpine and in the race team.



→ BWT Alpine F1 Girls Mentoring Scheme

The Girls Mentoring Scheme launched in 2023 has proved incredibly effective and beneficial for Mentees and Mentors. We will be looking at this for future years to build on its success, providing further support.

Amanda Barnwell, Mentor: "As an Alpine mentor of 2 amazing young ladies, I have found their enthusiasm contagious. I check in on them every term and try to make sure any questions they have can be answered or guide them towards the appropriate pathway. We are looking forward to meeting up again in May and they can't wait for when they can come in for their Work Experience."

Quote from a mentee: "It's been an amazing opportunity to be a part of the mentorship scheme at Alpine F1 team and gain experience. I've enjoyed the visits to the factory and learning from different aspects of the F1 team and what is involved to get the car on the track. Neha has been a great mentor ensuring I have had opportunities to speak to different colleagues during calls and the factory visits in other departments to learn from them and get an insight in what I could do in my future career. I'm very excited to have the opportunity to come and have a weeks work experience in July and thank you to Sophie for organising this. My overall experience has been great, Thank you."

→ Launch of Women's Network

During March our Head of HR, Mary-Anne Carpenter and CFO, Gemma Lang launched a Women's Network. The network was established to enable friendships, networks and allies and to have fun with our colleagues. Our first session had very positive feedback and we have a number of ideas to move forward with. We hope over time that this network will build on safe spaces to share experiences and support all of our colleagues.





→ "AT A TIME OF SIGNIFICANT CULTURAL CHANGE WITHIN OUR ORGANISATION, WE ARE COMMITTED TO PROMOTING DIVERSITY AND INCLUSION IN OUR WORKPLACE. WE STILL HAVE A LONG WAY TO GO, NOT LEAST IN ADDRESSING THE UNDER-REPRESENTATION OF WOMEN IN THE AUTOMOTIVE SECTOR, BUT WE REMAIN COMMITTED TO MAKING PROGRESS AND ENSURING THAT ALL EMPLOYEES ARE TREATED FAIRLY. NOT ONLY IS IT ESSENTIAL FOR US TO OFFER EVERYONE EQUAL OPPORTUNITIES TO SUCCEED, BUT WE ARE DEEPLY CONVINCED THAT DIVERSITY IS A SOURCE OF CREATIVITY AND PERFORMANCE."

Bruno Famin,
VP, Alpine Motorsports

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