



GOODYEAR

GOODYEAR TYRES UK LTD GENDER PAY GAP REPORT

April 2023

OUR INTRODUCTION

I am pleased to present Goodyear UK Tyres Gender Pay Gap report for the UK. In this report we outline our gender pay gap figures, identify the reasons behind any pay differences and our observations regarding this year's figures. The data contained in this report is derived using the snapshot date of the 5th of April 2023, and we confirm that the data reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For the purposes of the reporting requirements, we refer to men and women. We recognise that gender is not a binary concept, and we support transgender, non-binary, and intersex colleagues alongside those who identify as male or female.

THE DATA WE ARE REPORTING INCLUDES:

- The difference in the mean (average) and median (middle) pay of men and women.
- The difference in mean and median bonus pay of men and women.
- The proportions of men and women who were paid a bonus in the previous year, and
- The numbers of men and women employed in quartile pay bands.

A positive % indicates a favourable pay gap towards men, and a negative % indicates a favourable pay gap towards women.

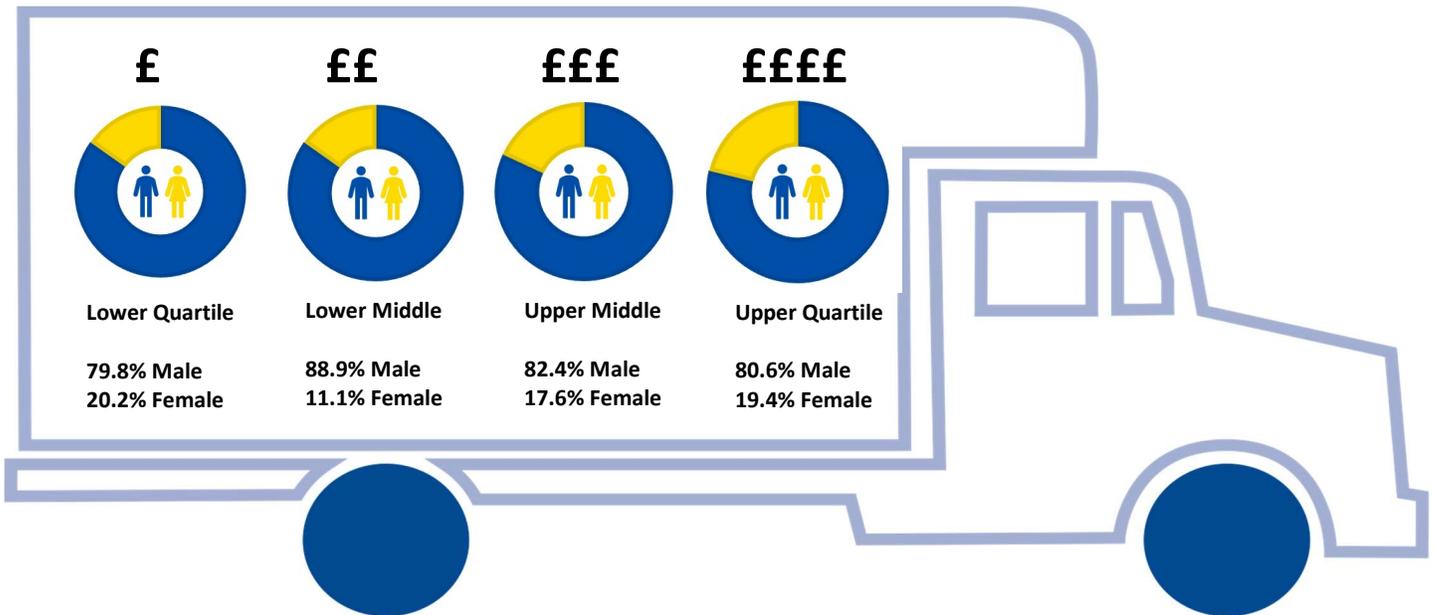
OUR BASELINE

At the snapshot date, Goodyear Tyres UK Ltd employed 466 Associates across our Birmingham Head Office location, our national Truckforce Hub network and field-based positions.

Overall, our associates as of this date comprised of 388 males and 78 females.

OUR FINDINGS

PROPORTION OF MALES & FEMALES IN EACH QUARTILE BAND



MEAN AND MEDIAN PAY GAP



MEAN PAY GAP

The mean gender pay gap – this shows the difference in average hourly rate of pay between men and women, which is also impacted by the varying numbers of men and women in different roles as outlined above.

Using hourly pay, Goodyear’s difference in mean pay is 0.17%, meaning that women are paid 0.17% less than their male counterparts.



MEDIAN PAY GAP

When comparing median pay, the gender pay gap is -5.43%.

The gender pay gap at Goodyear Tyres UK Ltd is influenced by the following:

- All of our hourly-paid Truckforce technician (tyre fitter) population are male, with approximately 80% of this grouping located in the lower and lower middle quartile ranges.
- A high proportion of our Senior Leadership roles based in the UK are male, with 80% of males based in the upper quartile pay range. This is impacted by Goodyear's acquisition of Cooper Tyres and higher earning males transferring to Goodyear.
- Goodyear generally had more associates 2023 than 2022, the number of men in the upper quartile has grown by 1% since 2022 however for women in this quartile, this has dropped by 1% - meaning of 104 employees in the upper quartile, 82 are male and only 22 are female.

In comparison to the 2022 snapshot data, when we reported females were paid 4% more than men, in 2023 we see men being paid 0.17% more than women. This is a direct result of the merger with Cooper Tyres. As an organisation, Cooper Tyres had a predominantly male leadership team, several of which transferred via TUPE into Goodyear Tyres UK Ltd. Conversely, we have seen some female leaders that were positioned in the upper quartile depart the business.

BONUS PAY GAP

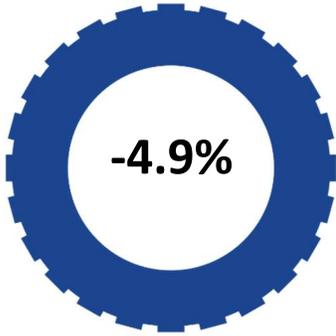
In relation to the comparison of bonus payments, 80.76% of women earned a bonus compared to 89.17% of men.



MEAN BONUS GAP

In 2023, the bonus pay gap between genders has slightly increased on the previous year as we report a mean bonus gap of 20.8%, which is 6.6% higher than 2022. As discussed above this is a direct result of the increased number of males in leadership roles, following from the Cooper Tyre merger.

However, the median bonus pay gap, as with hourly rate, is larger for females at -4.9% which is influenced by the following factors;



MEDIAN BONUS GAP

- Our bonus payments are structured as a percentage of annual salary – both elements of which are determined by job grades. Similarly, to 2022, there remains higher number of male associates at these higher grades and higher pay quartiles, and thus earn higher bonus values.
- There have been small departures of females in leadership and management positions, and thus higher pay grades, within the organisation.

We remain confident that there is not a gender bias in our approach to bonus pay, and that the same equal opportunity is afforded to women and men receiving a bonus, through a structured and transparent scheme linked to pay grade. We do however recognise the gap and outline our commitments to closing this gap, below.

OUR ONGOING COMMITMENT TO CLOSING THE GAP

Goodyear remain confident that our Associates, regardless of gender, are paid equally for doing work of equal value throughout the Goodyear UK organisation, and beyond. We continue our commitment to attracting, retaining, and developing female talent, and achieve a gender balance at all levels of our organization. This includes,

- Recruitment and selection training for senior leaders which includes a focus on unconscious bias.
- Inclusive recruitment programmes
- Developing existing career frameworks to promote clear progression pathways for all employees.

We value the differences and benefits that a diverse workforce brings, we are committed to creating and maintaining an environment that embraces diversity and inclusion and where everyone is treated equitably. Supporting those guiding principles requires the contribution of everyone and we have launched specific groups which each have senior business sponsors and members and allies from across the group.

We have several ERGs such as the Women’s Network detailed below, and we celebrated the addition of two new groups in 2023, our Pride Network and our Cross Functional Engagement team took on a specific project to review our suite of family friendly policies.



The Goodyear Women’s Network has been dedicated to striving for a culture of Diversity and Inclusion for all Goodyear associates with an emphasis on women and over the years has successfully expanded to 11 hubs. At the heart of GWN is our mission to provide a platform for women to connect, collaborate, and grow both personally and professionally.

Following the launch in 2021, the executive board has achieved notable milestones across EMEA to empower and increase the confidence of women in the workplace, including Wingfoot Women Program, Quarterly Speakers Series, and Mentoring Circles. These initiatives not only inspire and motivate members but also facilitate meaningful connections and mentorship opportunities.

Across the globe, Women MAKE America launched the 35x30 campaign to increase the percentage of women in the manufacturing workforce to 35% by 2030. The campaign works to foster a 21st-century manufacturing workforce by empowering and inspiring women in the manufacturing industry through recognition, research and leadership with a goal to shrink the gender gap and increase innovation by building inclusive networks and developing skills for women in the industry.



In 2023 we launched the Wingfoot Women programme in EMEA, in which female leaders from the UK organisation participated. This programme provides 30 Goodyear Women Network Members the opportunity to be developed through exposure to Personal Branding, mentoring and coaching training as well as exposure to our executive leadership team during feedback sessions and internal and external networking opportunities.



In addition, we remain committed to reviewing our family friendly and flexible working policies regularly. Throughout 2023 we received several formal flexible working requests, all from our female associates and we are pleased to have been able to work with our associates to accommodate and to support all of these requests.

This aids our aim to facilitate all associates to strike the right balance between their personal life and their career development, in 2023, the Company deployed under the Goodyear Goodlife umbrella a Wellbeing Strategy in the UK. The strategy consists of four pillars of health: emotional, financial, physical and social. Wellness leave was introduced with the aim of letting employees take one day off from work to engage in activity that supports their wellbeing and is now a standard benefit.

As published in the Goodyear UK Report for 2023, The Company has a strong commitment to maintaining an inclusive workplace that is free of harassment based on a person's gender, race, age, religion, disability, ancestry, national origin, sexual orientation and any other characteristics that are protected by law. Efforts to ensuring an inclusive workplace begins at job applicant stage and continues throughout a person's career with the Company.

We are confident that the information contained in this report is accurate, and compliant with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



L Carlin

HR Manager UK & Ireland