

ALWAYS RESPONSIBLE

2023 GENDER PAY GAP REPORT

CUMMINS IN THE UK



**FOR
A WORLD
THAT'S
ALWAYS ON™**



Diversity, equity and inclusion power innovation and success among our employees, help us gain competitive advantage, and guide our actions and contributions to communities around the world. Our company, teams and society thrive when everyone is included and respected, and we are unwavering in our commitment to create stronger environments where everyone belongs.

At Cummins, diversity and inclusion is a core company value, we believe we win with the power of difference. We remain fully committed to diversity and balance within our company, in the UK and across the world.

We are focused on a number of strategic initiatives to increase the representation of women in our business at all levels. Our efforts reach further than just within the company as we continue to work

with our local communities to encourage women to pursue careers in manufacturing and engineering.

This report shows our continued commitment and some of the programmes we have underway in the UK.



Antonio

Antonio Leitao

Vice President –
Cummins Europe
Area Business
Organisation



OUR CORE VALUES

INTEGRITY

Doing what you say you will do and doing what is right

DIVERSITY & INCLUSION

Valuing and including our differences in decision making is our competitive advantage

CARING

Demonstrating awareness and consideration for the wellbeing of others

EXCELLENCE

Always delivering superior results

TEAMWORK

Collaborating across teams, functions, businesses and borders to deliver the best work

WHAT IS THE GENDER PAY GAP?

THE GENDER PAY GAP IS A MEASURE WHICH SHOWS THE PERCENTAGE DIFFERENCE IN AVERAGE EARNINGS BETWEEN WOMEN AND MEN. THE GENDER PAY GAP IS INFLUENCED BY A NUMBER OF FACTORS, INCLUDING THE DISTRIBUTION OF MEN AND WOMEN AT DIFFERENT LEVELS WITHIN A COMPANY.

THE GENDER PAY GAP IS NOT THE SAME AS EQUAL PAY

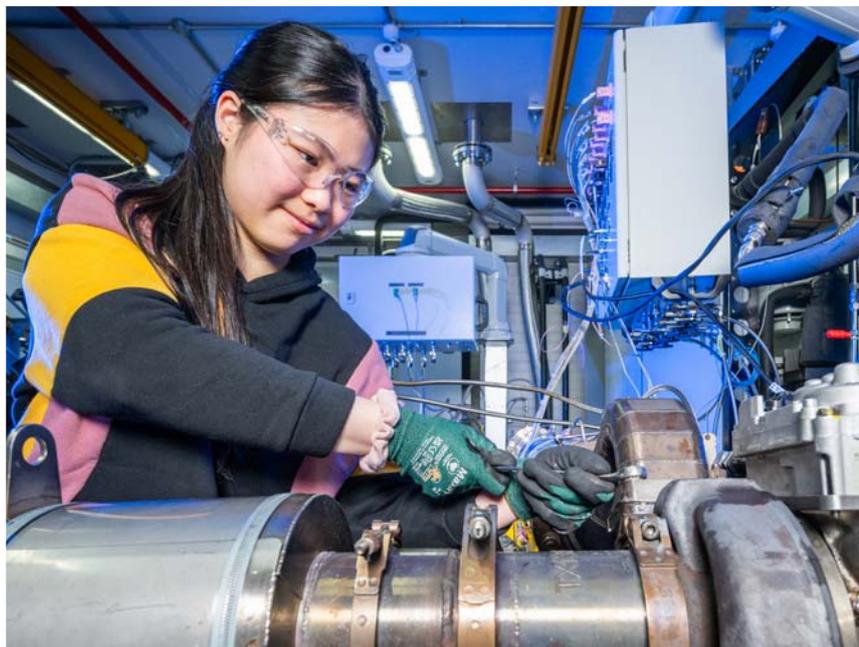
Equal pay for equal work is ensuring that men and women are paid the same amount for the same work. Cummins is committed to equal pay, we apply the same processes and decisions relating to pay and benefits regardless of gender. An organisation can have equal pay and still have a gender pay gap. If there are more men than women in senior roles, and similar numbers of men and women in junior roles then this will result in a gender pay gap, even when both genders are paid the same for the same role.

MEAN PAY GAP

The mean gender pay gap is the difference in the average hourly pay for all women compared to all men.

MEDIAN PAY GAP

The median identifies the middle point of a population. The median pay gap is the gap between the hourly pay rate for a woman at the mid-point, compared to the pay rate of a man at the mid-point.



CUMMINS IN THE UK RESULTS

TAKING OUR TOTAL UK WORKFORCE, OUR 2023 GENDER PAY GAP RESULTS:

GENDER PAY GAP

The mean pay for men is **2.9%** higher than that of women. The median pay for men is **6.5%** higher than that of women.

In comparison, in the UK manufacturing sector the gap is **11.2%** mean and **15.9%** median and the national gender pay gap across all companies in the UK shows the median pay for men to be **14.3%** higher than that of women.*

GENDER BONUS PAY GAP

The mean bonus pay for women is **7.5%** lower than that of men. The median bonus pay for women is **8.4%** lower than that of men.

PROPORTION OF ALL CUMMINS EMPLOYEES IN THE UK RECEIVING A BONUS**

Males: 91.7% **Females: 94.9%**
2022: 95.9% 2022: 93.3%

MEAN AND MEDIAN PAY AND BONUS GAP

YEAR	MEAN		MEDIAN	
	2023	2022	2023	2022
Gender Pay Gap	2.9%	3.9%	6.5%	5.7%
Gender Bonus Gap	7.5%	-0.7%	8.4%	2.2%



PAY QUARTILES

By dividing the workforce into four equal-sized groups based upon hourly pay rates, the quartiles represent the pay rates from the lowest to the highest hourly rates, with the percentage of women and men in each quartile.

*PROVISIONAL FIGURES AS REPORTED BY THE OFFICE OF NATIONAL STATISTICS

**REFER TO PAGE 7 FOR MORE INFORMATION ON EMPLOYEE BONUS

A NEGATIVE FIGURE SHOWS THAT WOMEN EARN ON AVERAGE MORE THAN MEN

CUMMINS SNAPSHOT DATA TAKEN ON 5TH APRIL 2023

RESULTS OF OUR LARGEST ENTITY CUMMINS LTD. CAN BE SEEN ON PAGE 7

COMMENTARY

Our mean gender pay gap has reduced further since 2022. Our median gender pay gap has slightly increased from the low level of 2022. The results show that there are proportionally more men with higher salaries than women - and a similar proportion of men and women receive a bonus. The proportion of females in the top pay quartile has increased again, with a proportion increase for females in the upper middle and lower middle quartiles also. The proportion of women in the lower quartile has decreased slightly. Efforts continue in the attraction and retention of women into our business - with sustained focus on various developmental programmes, the establishment of gender inclusive programmes such as RePower and gender based peer pay equity analysis initiatives. How we continue to address our learnings from the Gender Pay Gap Report is outlined in the 'Our Commitment' section.

QUARTILES	MALES	FEMALES
Upper	79.0% <small>2022 - 80.4%</small>	21.0% <small>2022 - 19.6%</small>
Upper middle	83.0% <small>2022 - 83.1%</small>	17.0% <small>2022 - 16.9%</small>
Lower middle	82.2% <small>2022 - 84.7%</small>	17.8% <small>2022 - 15.3%</small>
Lower	71.9% <small>2022 - 70.8%</small>	28.1% <small>2022 - 29.2%</small>

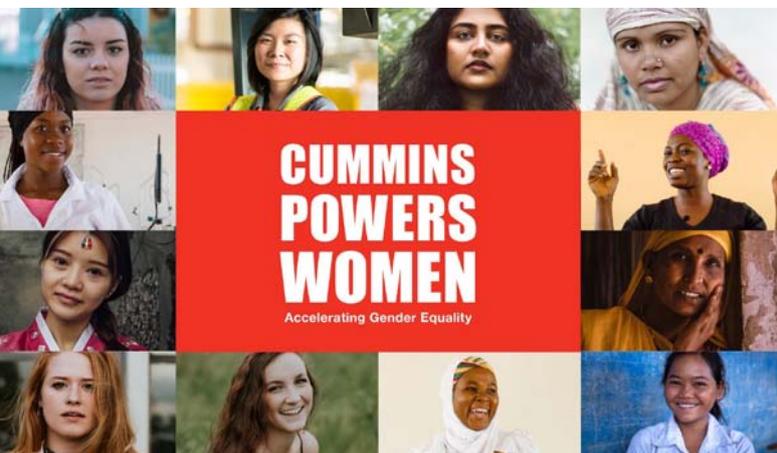
OUR COMMITMENT

By keeping true to our values, and especially our value of diversity and inclusion, we will continue to succeed as a business. Our values also translate into concrete actions that help to increase the proportion of women across Cummins, to maintain and further strengthen an inclusive environment where all employees are inspired and encouraged to achieve their full potential.

GENDER EQUALITY – THE WIDER ISSUE

Cummins celebrates its sixth year of ‘Cummins Powers Women’ which aims to accelerate the advancement of women and girls around the world. This programme continues to build on its achievements. *Cummins Powers Women* is a \$23m commitment across the global organisation to create large-scale changes in the lives of women and girls globally. Since 2018, Cummins has served more than 27 million women and girls, investing in 253 advocacy initiatives across five regions, resulting in 47 laws and policies supporting gender equality.

Through this programme we aim to fix problems at a root-level by partnering with many non-profit organisations across our regions and communities.



In the UK, Cummins is partnering with Rosa, the first and only UK-wide women’s fund working for equality and justice for all women and girls, and Equipundo, a global leader in promoting gender justice and preventing violence by engaging men and boys in partnership with women, girls, and individuals of all gender identities.

In 2023 Cummins launched the Safe Space Programme, a scheme to support employees impacted by domestic abuse; providing trained champions at each site and working with external agencies to provide help.

CHANGING MINDSETS

Within Cummins we have seen devolved and employee-led initiatives make a valued contribution to improving both the profile and results in our diversity mission. The Women’s Empowerment Network is an employee resource group that encourages inclusiveness, diversity and development.

Cummins has hosted a number of gender diversity events and training across its UK sites, aimed at driving the personal development of its employees and enabling them to develop their strengths, and fulfil their potential. Cummins has held Diversity, Equity and Inclusion conferences, encouraging employees to ‘be the difference’ and a catalyst for positive change.

We continue to ensure we have 50-50 balance on our core leadership development courses within Cummins. For the recruitment of senior leadership positions, we have a recruitment council in place to increase overall diversity representation.

Flexible working is through our Enhanced Ways of Working strategy. Working flexibly allows employees to grow their careers and manage work and life priorities while delivering business results. It also enables us to be an employer of choice in attracting and retaining top talent.

In 2023 Cummins signed the Menopause Workplace Pledge, to support employees impacted by menopause. A toolkit and guidance were provided to staff on how to support themselves or colleagues experiencing symptoms.

ADDRESSING THE PIPELINE

To tackle the talent pipeline of females, into technical roles in the UK, Cummins has invested in a number of Science, Technology, Engineering, and Maths (STEM) schemes, for example the **Fundamentals of Power**

Solutions. Engaging girls and boys in fun activities with technical challenges helps them to get an understanding of what working in an engineering company might be like. Cummins was the lead sponsor of **STEMFEST North East**, a 3 day event highlighting the benefits of studying and entering STEM-related careers.

To encourage those who have taken a career break to return to the work place, Cummins promotes its **RePower scheme**, with a particular focus on candidates with a STEM background.



OUR STORIES

IZABELA SKIBA EUROPEAN MARKETING AND SALES ASSOCIATE



“Reflecting on my short yet impactful almost 3-year journey at Cummins, diversity, equity, and inclusion (DE&I) have been central to my experience. Beginning as an IT Student Placement and progressing through the Marketing and Sales Development

Programme, I’ve seen firsthand the commitment to an inclusive environment where every employee is valued and empowered.

What initially drew me was the Cummins’ strong sense of community and the company’s genuine care for its employees. Witnessing colleagues celebrate milestone anniversaries highlighted Cummins’ dedication to diversity and inclusion, reinforcing my desire to be part of such a supportive workplace.

During my time at company, I’ve had the opportunity to contribute to various DE&I initiatives. I’ve supported initiatives like launching the local Women Empowerment Network (WEN) at Peterborough and Stamford sites, driving Move Europe VI goal of inclusion our vision of “Empowering Every Employee to Thrive Through Active Engagement. Additionally, I am happy to be a member of the New Starter Support Network team that is dedicated on providing opportunities to new starters for connection and knowledge-sharing, to foster their sense of belonging from day one.

In essence, Cummins is more than just a workplace—it’s like a colourful mosaic made up of different people’s ideas and backgrounds. Together, we can bridge gaps, break barriers, and build a brighter future for all at Cummins.”

ANNE MIRKOVIC GOVERNMENT RELATIONS MANAGER



“I’ve been with Cummins for nearly two years, serving as the Government Relations Manager. It’s been an enriching experience, allowing me to interact with individuals from diverse cultural backgrounds. Cummins stands out for its unwavering commitment to its

core values. One aspect that drew me to this company is its dedication to community support through its Every Employee Every Community Programme (EEEC), offering employees a minimum of 4 paid volunteering hours a year. Diversity and Inclusion aren’t just buzzwords here; they’re ingrained in every level of the organisation.

I take pride in being part of a company led by a remarkable female CEO, where senior leaders actively participate in Employee Resource Groups. In January of this year, I took on the role of Co-Chair for the Women’s Empowerment Network (WEN) across Europe. Collaborating with passionate colleagues who dedicate their time to support women in the workplace has been truly inspiring. Their efforts, from organising events to conducting training programmes and information sessions, have had a profound impact on Cummins employees throughout Europe.

Initiatives like WEN Health and Springboard have significantly enhanced workplace well-being and development. It’s fulfilling to witness the positive transformations these initiatives bring about.”

CUMMINS LTD. RESULTS

STATUTORY DISCLOSURE The Gender Pay Reporting regulations require legal entities with more than 250 employees to provide entity-specific data. Cummins has four legal entities in the UK, one entity, Cummins Ltd. meets this criteria.* The following information illustrates the data which is also available on the UK Government Gender Pay Reporting website.

CUMMINS LTD. AT 5 APRIL 2023 – TOTAL EMPLOYEES 4852

GENDER PAY GAP

MEAN	MEDIAN
2.0%	6.7%

GENDER BONUS GAP

MEAN	MEDIAN
5%	8.4%

PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE

QUARTILES	MALES	FEMALES
Upper	79.0%	21.0%
Upper middle	83.8%	16.2%
Lower middle	83.1%	16.9%
Lower	71.9%	28.1%

**PROPORTION OF EMPLOYEES RECEIVING A BONUS

Males: 91.1% Females: 94.8%



CUMMINS SNAPSHOT DATA TAKEN ON 5TH APRIL 2023

*GIVEN THE RELATIVELY SMALL SIZE OF THREE CUMMINS LEGAL ENTITIES IN THE UK (EACH WITH LESS THAN 250 EMPLOYEES), CUMMINS VOLUNTARILY REPORTS ALL FOUR COMBINED, AS WELL AS CUMMINS LTD., THE ONE ENTITY SUBJECT TO THE GENDER PAY REPORTING REQUIREMENTS.

CUMMINS, INC. ACQUIRED MERITOR, INC. ON 3-AUG 2022. THIS INCLUDED MERITOR HEAVY VEHICLE BRAKING SYSTEMS (UK) LTD. WHICH IS REPORTED SEPARATELY FROM CUMMINS OTHER LEGAL ENTITIES IN THE UK.

**CUMMINS OPERATES A GLOBAL BONUS PROGRAMME FOR ALL EMPLOYEES. TO BE ELIGIBLE FOR OUR COMPANY BONUS, EMPLOYEES MUST BE EMPLOYED BY CUMMINS PRIOR TO 1 JANUARY, AS BONUS RELATES TO COMPANY FINANCIAL PERFORMANCE FOR THE PREVIOUS CALENDAR YEAR.

TO ENSURE WE ARE ROBUST IN OUR REPORTING WE USED PROFESSIONAL ADVISORS TO HELP US PRODUCE THESE FIGURES.