

GENDER PAY GAP REPORT 2022.

MAN Truck & Bus UK Ltd.





INTRODUCTION

Gender Pay Gap reporting is an annual legal requirement which shows the balance of men and women at all levels of the organisation and the effect this has on average hourly rates of pay across the organisation as a whole.

In 2022, our gender pay gap was 17.6% (mean) or 22.8% (median) in favour of men.

At this point there were 895 relevant employees, out of which 84% were men and 16% women. Historically the Truck, Van and Bus Industry has predominantly attracted male employees; we are continuing to aim for a better gender balance.

How we measured the Gender Pay Gaps?

We calculated the gender pay gap using the government's criteria which can be found at: www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations

The calculations include:

- **Median pay gap** – this requires us to list men and women from low to high hourly rate and compare the middle value in the list.
- **Mean pay gap** – an average by adding all hourly rates and dividing them by the total number.
- **Bonus gap** – These median and mean calculations are also carried out when comparing bonuses paid over a twelve month period.



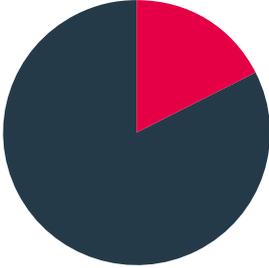
84%
MALE



16%
FEMALE

HOW DID WE DO?

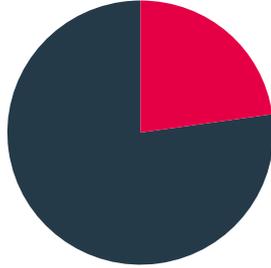
Mean gender pay gap in hourly pay



 **17.6%**

Mean hourly rate of pay as at 5th April 2022 was 17.6% less for women than men.

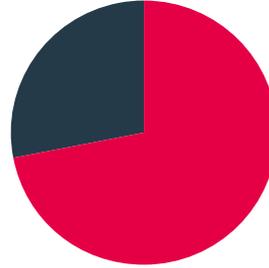
Median gender pay gap in hourly pay



 **22.8%**

Median hourly rate of pay as at 5th April 2022 was 22.8% less for women than men.

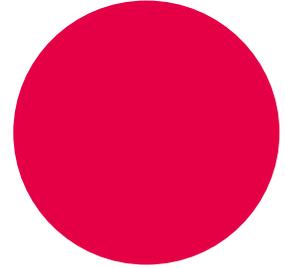
Mean gender pay gap in bonus pay



 **72%**

Mean bonus pay in 12 months ending 5th April 2022 was 72% less for women than men.

Median gender pay gap in bonus pay



 **0%**

Median bonus pay in 12 months ending 5th April 2022 was equal between men and women.

Proportion of male and female employees who received bonus pay in 12 months ending 5th April 2022:



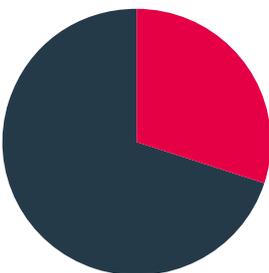
76% MALE



75% FEMALE

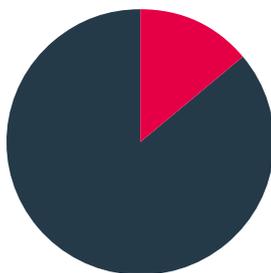
Proportion of hourly pay according to quartile pay bands as at 5th April 2022:

Lower Quartile



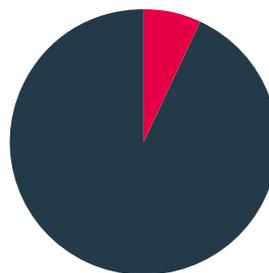
 **70% MALE**
 **30% FEMALE**

Lower Middle Quartile



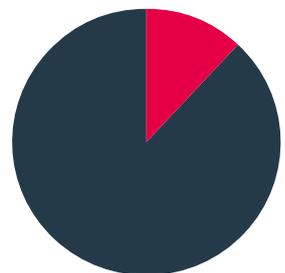
 **86% MALE**
 **14% FEMALE**

Upper Middle Quartile



 **93% MALE**
 **7% FEMALE**

Upper Quartile



 **88% MALE**
 **12% FEMALE**



STATEMENT FROM PEOPLE & CULTURE DIRECTOR

We are pleased to see an upward shift in our gender pay balance. While recognising we still have work to do in this heavy vehicle industry we are confident in the policies and new approaches we are now taking.

There are a number of initiatives we have implemented which are positively impacting our ability to attract and retain a more diverse employee group.

We have moved away from fixed locations for certain roles and now offer complete flexibility in terms of location and remote working.

We have improved our family policies to ensure we are supporting our employees at key stages in their lives, and our recruiting strategy remains focused attracting the best candidates from a much wider pool.

We have introduced job evaluation, and a new pay structure to provide more rigor and transparency on pay while also providing better opportunities for pay to increase over time.

Our UK senior leadership team has changed from female representation of 14% to currently 43%, which also shows our ambition to develop and promote women within our organisation.

Catherine Brown
Human Resources Director,
MAN Truck & Bus UK Ltd.