

GENDER PAY GAP REPORT 2023.

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 2023, our gender pay gap was 15.6% (mean) or 23.4% (median) in favour of men.

At this point there were 846 relevant employees; 82% men / 18% 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.

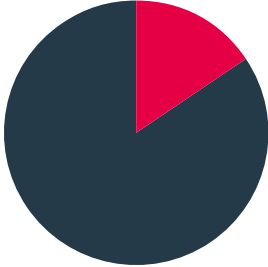


82%
MALE



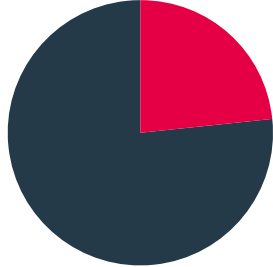
18%
FEMALE

HOW DID WE DO?

Mean gender pay gap
in hourly pay

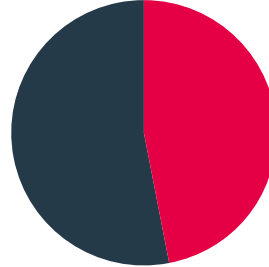
 **15.6%**

Mean hourly rate of pay as at 5th April 2023 was 15.6% less for women than men.

Median gender pay gap
in hourly pay

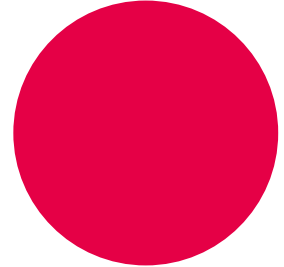
 **23.4%**

Median hourly rate of pay as at 5th April 2023 was 23.4% less for women than men.

Mean gender pay gap
in bonus pay

 **47%**

Mean bonus pay in 12 months ending 5th April 2023 was 47% less for women than men.

Median gender pay gap
in bonus pay

-339.7%

Median bonus pay in 12 months ending 5th April 2023 was higher for women than men.

Proportion of male and female employees who received bonus pay in 12 months ending 5th April 2023:



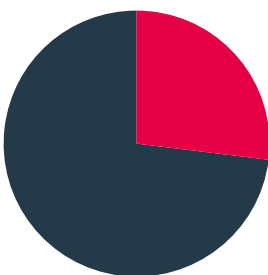
**91%
MALE**





**83%
FEMALE**

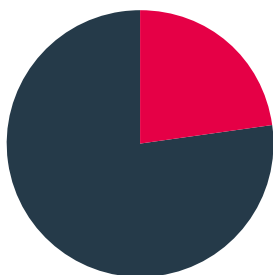
Proportion of hourly pay according to quartile pay bands as at 5th April 2023:



Lower Quartile



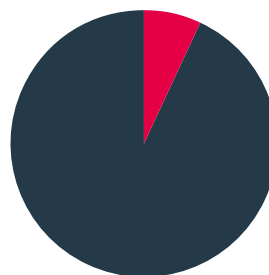
 **73%
MALE**
 **27%
FEMALE**



Lower Middle Quartile



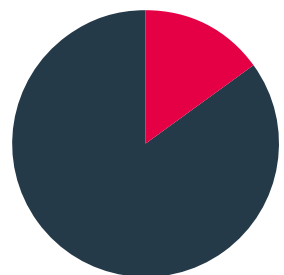
 **77%
MALE**
 **23%
FEMALE**


Upper Middle Quartile



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

Upper Quartile



 **85%
MALE**
 **15%
FEMALE**