

# GENDER PAY GAP REPORT 2024.

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 2024, our gender pay gap was 13% (mean) or 26.2% (median) in favour of men.

At this point there were 889 relevant employees; 83% men / 17% women. The commercial vehicle Industry has predominantly attracted male employees but we continue to aim to improve the 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](https://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.

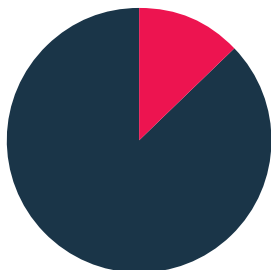


83%  
MALE



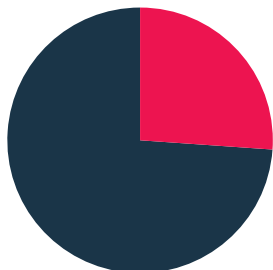
17%  
FEMALE

## HOW DID WE DO?

Mean gender pay gap  
in hourly pay

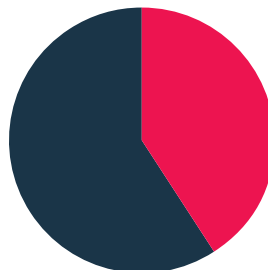
 **13%**

Mean hourly rate of pay as at 5th April 2024 was 13% less for women than men.

Median gender pay gap  
in hourly pay

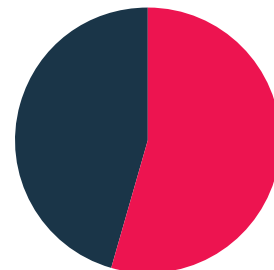
 **26.2%**

Median hourly rate of pay as at 5th April 2024 was 26.2% less for women than men.

Mean gender pay gap  
in bonus pay

 **41.1%**

Mean bonus pay in 12 months ending 5th April 2024 was 41.1% less for women than men.

Median gender pay gap  
in bonus pay

**-54.5%**

Median bonus pay in 12 months ending 5th April 2024 was higher for women than men.

Proportion of male and female employees who received bonus pay in 12 months ending 5th April 2024:



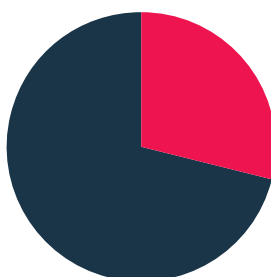
**89%  
MALE**





**94%  
FEMALE**

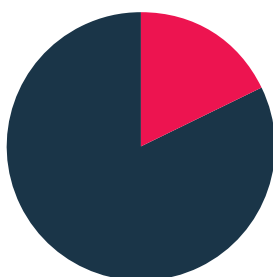
Proportion of hourly pay according to quartile pay bands as at 5th April 2024:



Lower Quartile



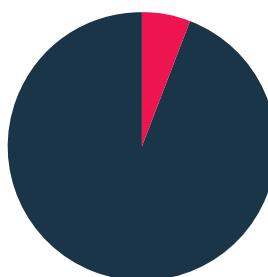
 **71%  
MALE**  
 **29%  
FEMALE**



Lower Middle Quartile



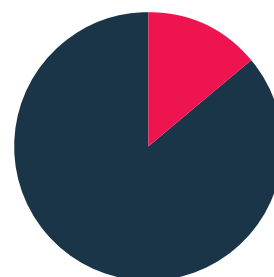
 **82%  
MALE**  
 **18%  
FEMALE**


Upper Middle Quartile



 **94%  
MALE**  
 **6%  
FEMALE**

Upper Quartile



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



## STATEMENT FROM PEOPLE & CULTURE DIRECTOR

While we continue to face challenges in achieving gender diversity within the commercial vehicle industry, I am proud to see the positive impact of our initiatives. Since 2019, we have made significant strides in reducing our gender pay gap. Back then, our gender pay gap stood at 21.8%. By 2024, we are set to report a remarkable reduction to 13%.

Our efforts to transform MAN Truck & Bus UK into a modern, inclusive employer have been recognized with the prestigious Top Employers certification for both 2024 and 2025. This accolade underscores our commitment to enhancing our culture, processes, and opportunities for all employees.

A testament to our progress is the balanced composition of our UK Senior Board, where 50% of the directors are now female.

While we celebrate these achievements, we acknowledge that there is still much work to be done. We remain dedicated to making MAN Truck & Bus Ltd a fair and exceptional place to work for everyone.

**Catherine Brown**  
Director of People & Culture,  
MAN Truck & Bus UK Ltd.