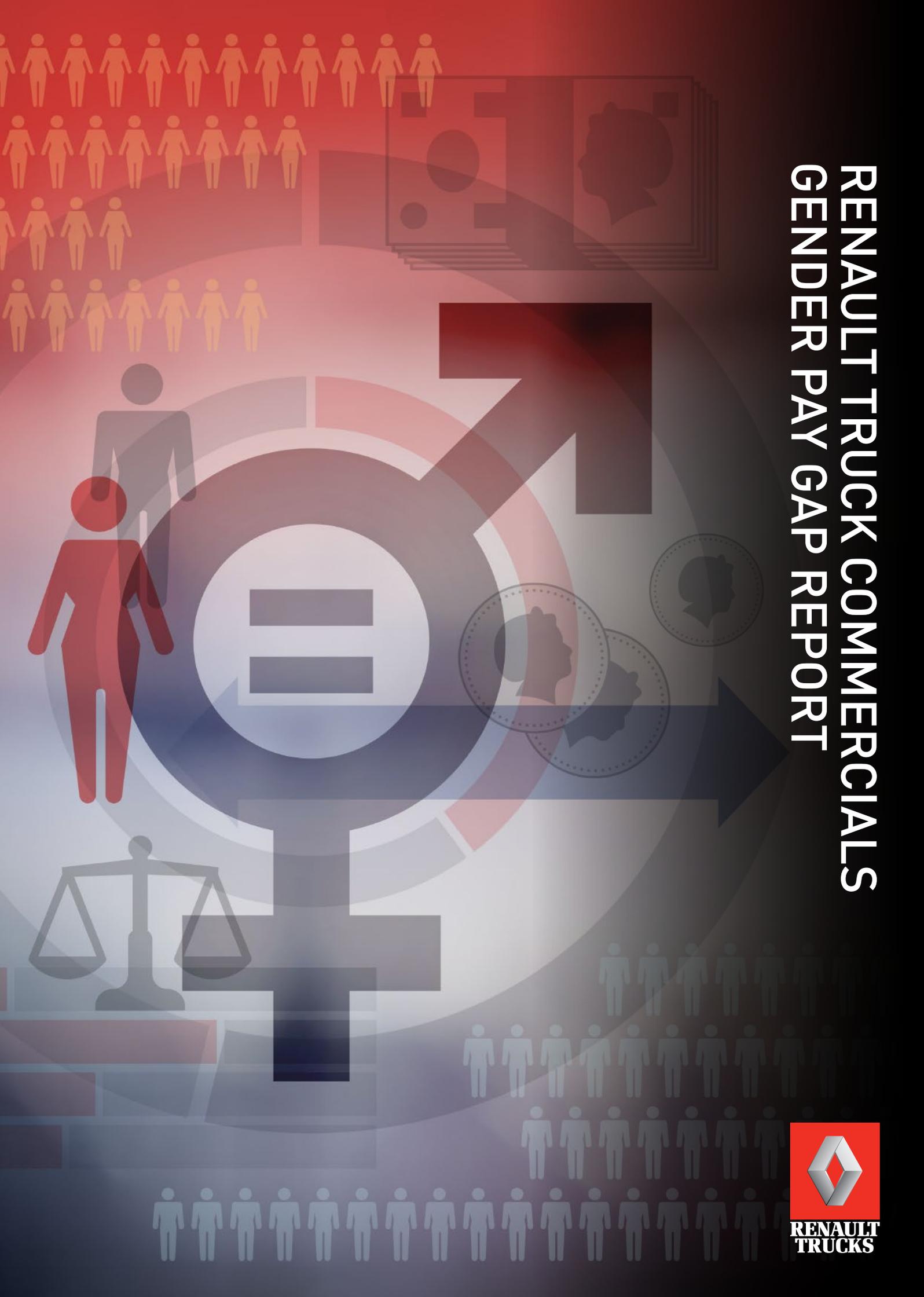


RENAULT TRUCK COMMERCIALS GENDER PAY GAP REPORT



RENAULT TRUCK COMMERCIALS GENDER PAY GAP REPORT

The UK government has introduced a requirement for all businesses with 250 or more employees to publish annually updated information about their Gender Pay Gap.

The first set of data must be published by April 2018.

It should be noted that the **Gender Pay Gap is not about Equal Pay**. The Gender Pay Gap calculation takes the average hourly rate for all women across the organisation and compares it to the average hourly rate for all men across the organisation, whereas Equal Pay is about ensuring men and women doing the same job are paid at equivalent rates. Where an organisation has a Gender Pay Gap this does not show that men and women are paid differently for carrying out similar roles.

According to ONS figures for 2016, the median Gender Pay Gap across the whole of the UK was 18.1%.

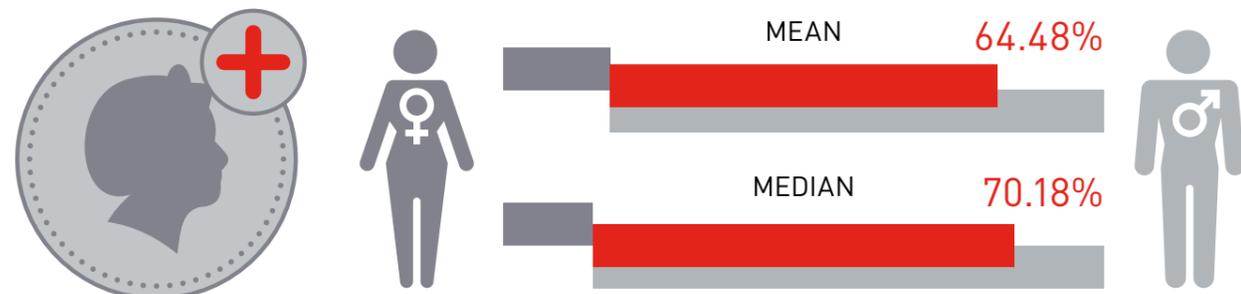
This means that RTC compares favourably with the UK as a whole.

GENDER PAY GAP

HOURLY PAY

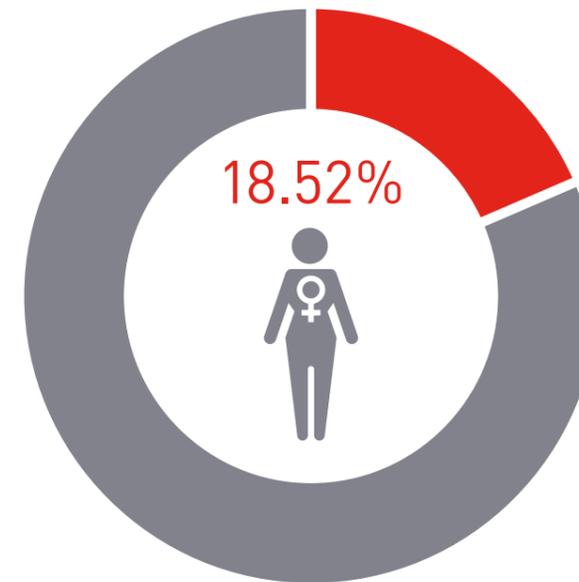


BONUS PAY

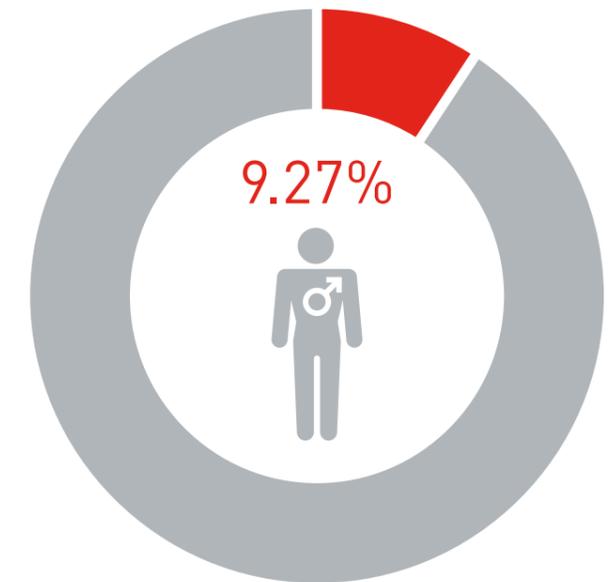


BONUSES PAID

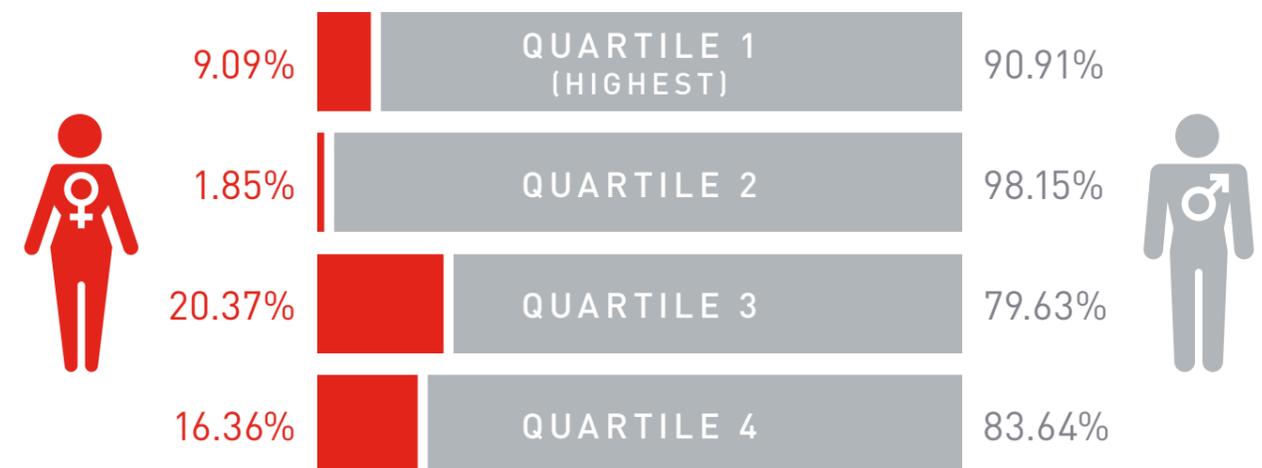
PROPORTION OF WOMEN RECEIVING A BONUS



PROPORTION OF MEN RECEIVING A BONUS



QUARTILES



UNDERSTANDING THE RTC GENDER PAY GAP

The gender pay gap can be influenced by a range of socio-economic factors – for example women returning to work part-time following career breaks for childcare reasons. RTC's gender pay gap is lower than that of the UK as a whole. However, we recognise that we work in a sector that has traditionally found it difficult to attract female employees. The figures show that our more senior roles are more likely to be occupied by males, whilst roles in our Truck Centres are also more likely to be occupied by males.

WHAT IS RTC DOING?

RTC is part of a global organisation, and as such, we recognise that a **diverse workforce** is a key driver for success. We are committed to being an equal opportunities employer. We take a proactive stance on diversity and, whilst attracting and retaining female employees is a challenge for the whole of the engineering sector, RTC has been working to improve our position.

We have been working with colleges to build a **female apprentice network** with other employers to help support our apprentices. We also ensure we're showing that engineering isn't just a job for men when we attend national skills shows or carry out apprentice presentations. And we've been successful in attracting female apprentices, with our Truck Centres working to ensure they are a welcoming environment for everyone. We've also recently appointed Resourcing Specialists in our Warwick Head Office and also within each of our Truck & Bus Centre regions, who will be proactively managing our recruitment strategy to ensure we are attracting a diverse workforce.

We also ensure our managers are fully trained in interview techniques to recognise the importance of making non-biased recruitment decisions.

I confirm the data to be accurate:



Arne Knaben
Managing Director
Volvo Group Trucks UK & Ireland

