

RENAULT TRUCK COMMERCIALS GENDER PAY GAP REPORT



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

This is the fourth set of data to be published and relates to pay received by employees in April 2020, with bonus information relating to the period April 2019 – March 2020.

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, however it can indicate that there are more men in senior roles than women.

According to Office of National Statistics figures for 2020, the median Gender Pay Gap across the whole of the UK amongst all employees was 15.5%. **This means that, although RTC Ltd is slightly ahead of UK industry as a whole, more can be done.**

The data uses the following measures:

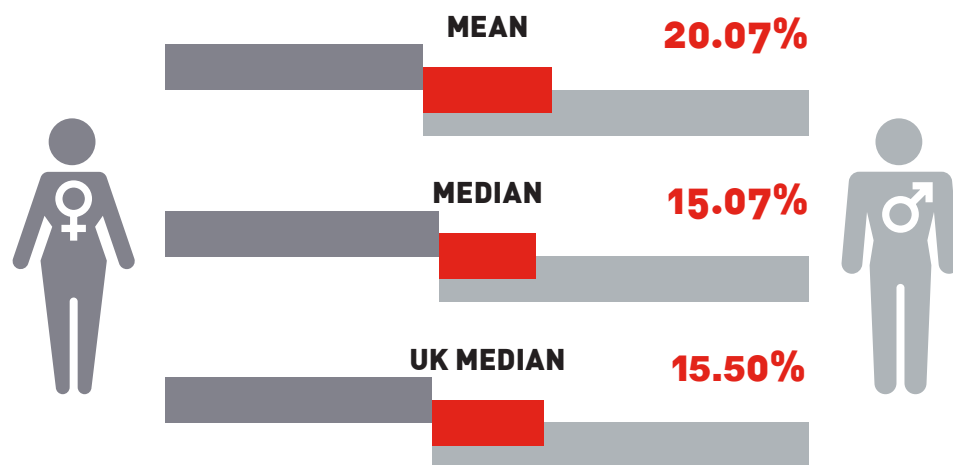
Mean – the average of the total number

Median – the middle number in the complete sequence of pay data

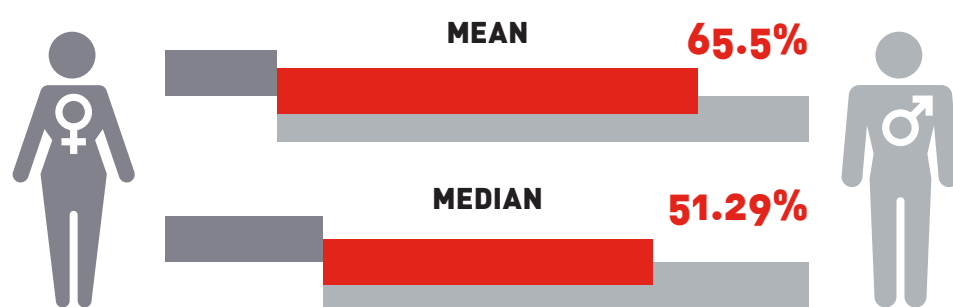
Quartile – the distribution of the data into four groups, including the lowest and highest 25%

GENDER PAY GAP

HOURLY PAY

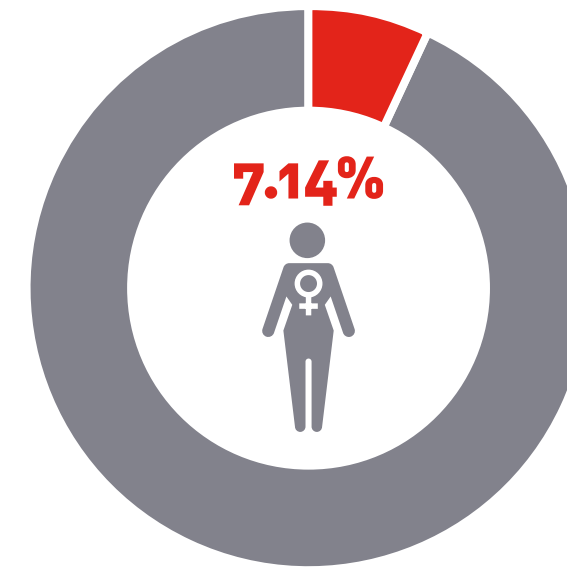


BONUS PAY

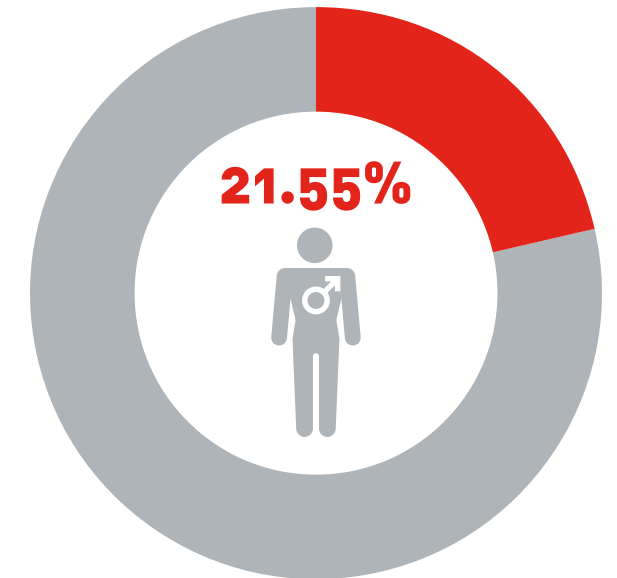


BONUSES PAID

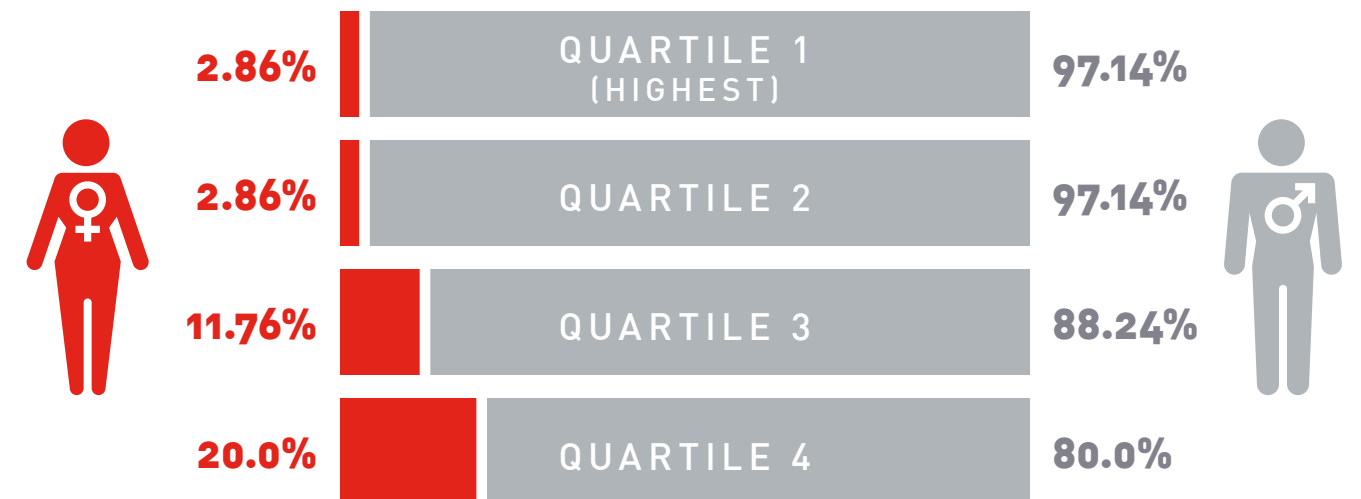
PROPORTION OF WOMEN RECEIVING A BONUS



PROPORTION OF MEN RECEIVING A BONUS



QUARTILES



UNDERSTANDING RTC LTD'S 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.

The sector in which RTC Ltd operates has traditionally suffered from an inability to attract female employees, and the ratio of male to female employees across RTC Ltd is 86% male: 14% female. This is an issue for most engineering employers, and RTC Ltd's median gender pay gap of 19.03% is slightly behind the figure reported by the Office of National Statistics for the whole UK economy. However, RTC Ltd recognises that more progress is still required. Our senior roles are more likely to be occupied by males, whilst roles in our Truck Centres are also more likely to be occupied by men.

The bonus pay gap figure is distorted by the high number of males in senior roles, as evidenced by the quartile figures, which show that approximately almost 90% of RTC's most highly paid employees are male.

WHAT IS RTC LTD DOING?

RTC Ltd is part of the global Volvo Group of companies, 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 Ltd has been working to improve our position.

We continue to work with colleges to build a **female apprentice network** with other employers to help support our apprentices. We also ensure that we are showing that engineering isn't just a job for men when we attend national skills shows or carry out apprentice presentations.

Recruitment is an area where we know we are able to make a difference in female representation in the workforce. Volvo Group globally has a directive to ensure that all recruitment panels have at least one female, who is taking an active part in the decision-making process. We try to use non-gender specific vocabulary in recruitment advertising, utilising tools to ensure that "masculine" language is reviewed and amended where appropriate.

Support is provided to managers throughout the recruitment and interview process to ensure a fair, non-discriminatory and gender-neutral approach to appointments, both internal and external. Prior to beginning the recruitment process managers are provided with material to help them understand and challenge their own unconscious biases.

RTC Ltd has also been part of internal careers fairs, encouraging individuals across the different Volvo Group of companies to apply for roles in different parts of the organisation; including examples of women at all levels sharing their career story to encourage and inspire others.

I confirm the data to be accurate:



Carlos Rodrigues
Managing Director
Renault Trucks, UK & Ireland