



**RENAULT
TRUCKS**

Renault Trucks Commercials Ltd

Gender Pay Gap Report 2024

Gender Pay Gap Report 2024

GENDER PAY GAP REPORT 2024

The UK government now requires all businesses with 250 or more employees to publish annual updates on their Gender Pay Gap.

This report covers employee pay data from April 2024 and bonus information from April 2023 to March 2024.

It's important to understand that the Gender Pay Gap is different from Equal Pay. The Gender Pay Gap measures the average hourly rate for all women in the organization compared to all men, while Equal Pay ensures that men and women doing the same job are paid equally. A Gender Pay Gap doesn't mean men and women are paid differently for similar roles, but it can indicate a higher number of men in senior positions.

According to the Office of National Statistics, the median Gender Pay Gap across the UK in 2024 was 13.1%.

The data uses the following measures:

Mean – the average of the total number

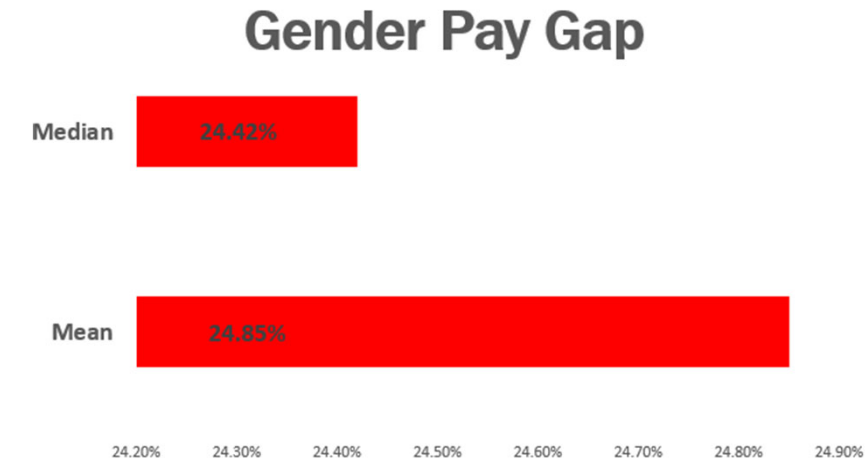
Median – the middle number in the complete sequence of pay data

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

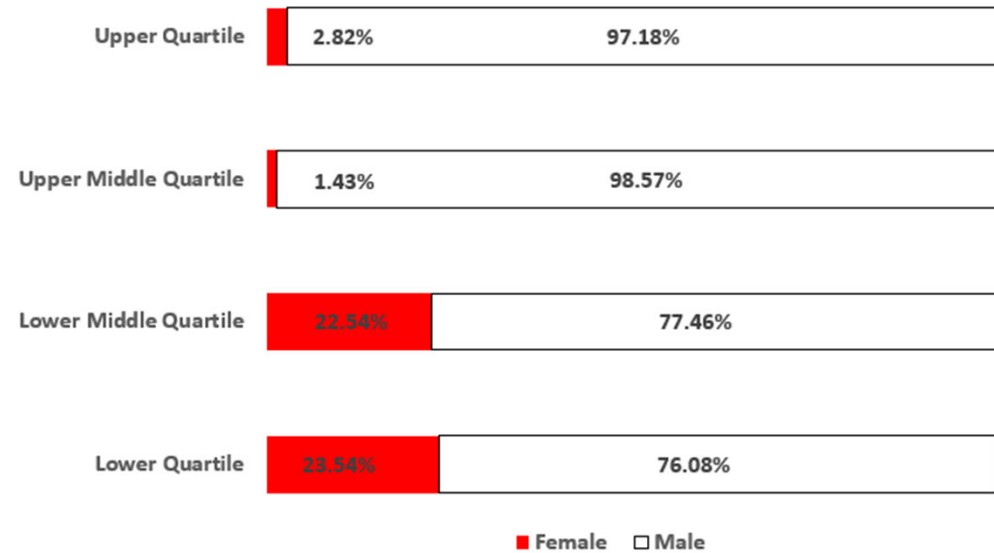


Gender Pay Gap Report 2024

GENDER PAY GAP

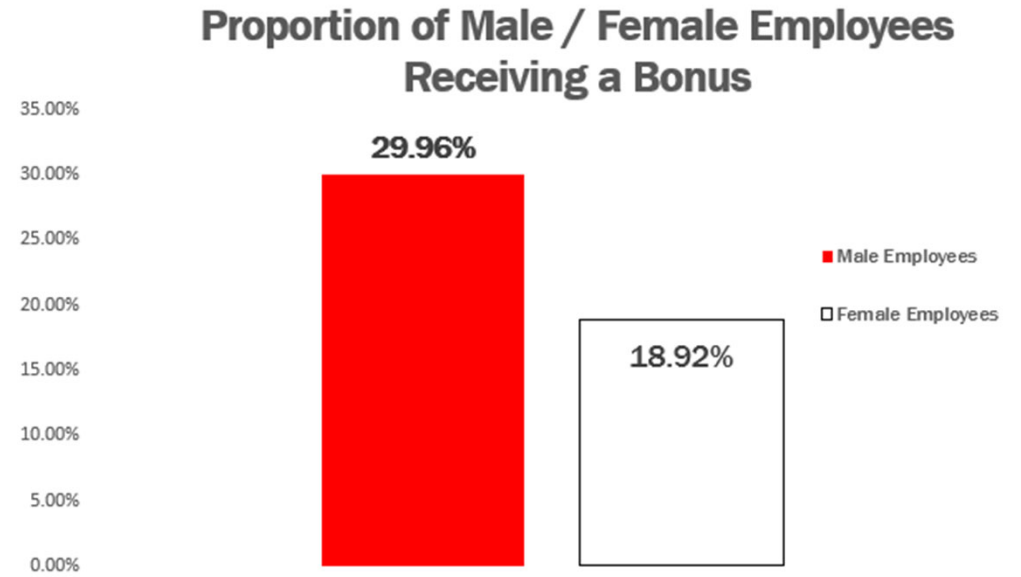
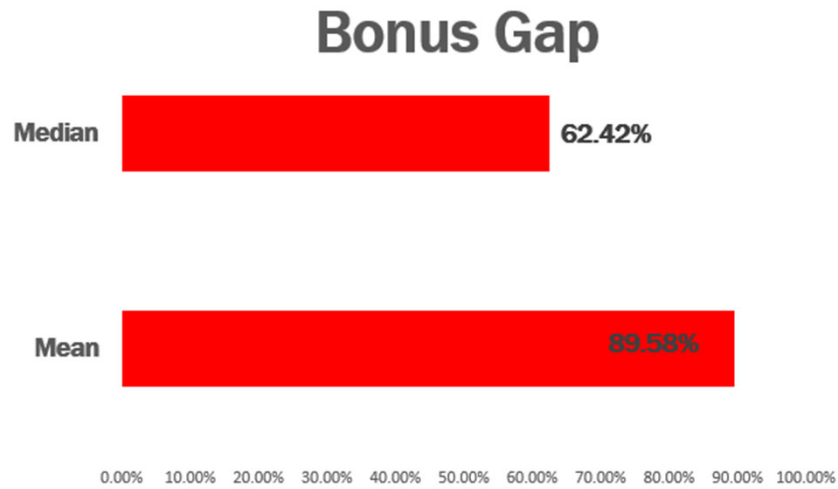


Proportion of Female / Male Employees by Quartile



Gender Pay Gap Report 2024

GENDER BONUS GAP



Gender Pay Gap Report 2024

UNDERSTANDING RENAULT TRUCKS COMMERCIALS LTD'S GENDER PAY GAP

THE GENDER PAY GAP IS INFLUENCED BY VARIOUS SOCIO-ECONOMIC FACTORS, SUCH AS WOMEN RETURNING TO WORK PART-TIME AFTER CAREER BREAKS FOR CHILDCARE.

RTC LTD OPERATES IN A SECTOR THAT HAS TRADITIONALLY STRUGGLED TO ATTRACT FEMALE EMPLOYEES, RESULTING IN A MALE-TO-FEMALE EMPLOYEE RATIO OF 88% TO 12%. THIS CHALLENGE IS COMMON AMONG ENGINEERING EMPLOYERS. RTC LTD'S MEDIAN GENDER PAY GAP STANDS AT 24.42%, WHICH IS HIGHER THAN THE UK ECONOMY'S AVERAGE REPORTED BY THE OFFICE OF NATIONAL STATISTICS.

RTC LTD ACKNOWLEDGES THE NEED FOR MORE PROGRESS. CURRENTLY, SENIOR ROLES AND POSITIONS IN OUR TRUCK CENTRES ARE PREDOMINANTLY HELD BY MEN. THE BONUS PAY GAP IS ALSO SKEWED DUE TO THE HIGH NUMBER OF MALES IN SENIOR ROLES, WITH OVER 97% OF RTC'S HIGHEST-PAID EMPLOYEES BEING MALE.

RTC LTD IS COMMITTED TO ADDRESSING THESE DISPARITIES AND FOSTERING A MORE INCLUSIVE WORKPLACE.



Gender Pay Gap Report 2024

WHAT IS RENAULT TRUCKS COMMERCIALS LTD LTD DOING?

AT RTC LTD, PART OF THE GLOBAL VOLVO GROUP, WE BELIEVE THAT A DIVERSE WORKFORCE IS KEY TO OUR SUCCESS.

WE'RE COMMITTED TO BEING AN EQUAL OPPORTUNITIES EMPLOYER AND ARE TAKING PROACTIVE STEPS TO IMPROVE DIVERSITY.

ATTRACTING AND RETAINING FEMALE EMPLOYEES IS A CHALLENGE ACROSS THE ENGINEERING SECTOR, BUT WE'RE MAKING STRIDES. WE COLLABORATE WITH COLLEGES TO BUILD A FEMALE APPRENTICE NETWORK AND SHOWCASE THAT ENGINEERING ISN'T JUST FOR MEN AT NATIONAL SKILLS SHOWS AND APPRENTICE PRESENTATIONS.

RECRUITMENT IS A CRUCIAL AREA FOR IMPROVING FEMALE REPRESENTATION. VOLVO GROUP MANDATES THAT ALL RECRUITMENT PANELS INCLUDE AT LEAST ONE FEMALE ACTIVELY INVOLVED IN DECISION-MAKING.

WE USE NON-GENDER SPECIFIC LANGUAGE IN OUR JOB ADS AND DIVERSE IMAGES IN OUR RECRUITMENT CAMPAIGNS.



Gender Pay Gap Report 2024

WHAT IS RENAULT TRUCKS COMMERCIALS LTD LTD DOING?

WE'VE UPDATED OUR MATERNITY POLICY TO OFFER 6 MONTHS FULL PAY AND 6 MONTHS HALF PAY.

WE'VE ALSO ROLLED OUT MENOPAUSE AWARENESS TRAINING FOR MANAGERS AND ESTABLISHED A MENOPAUSE CHAMPIONS GROUP.

TO ENSURE FAIR AND UNBIASED RECRUITMENT, WE PROVIDE MANAGERS WITH TRAINING TO CHALLENGE UNCONSCIOUS BIASES. WE'VE ALSO PARTICIPATED IN INTERNAL CAREER FAIRS, ENCOURAGING WOMEN ACROSS THE VOLVO GROUP TO SHARE THEIR CAREER STORIES AND INSPIRE OTHERS.

RTC LTD IS DEDICATED TO FOSTERING AN INCLUSIVE WORKPLACE WHERE EVERYONE CAN THRIVE.

I CONFIRM THE DATA TO BE ACCURATE

CARLOS RODRIGUES
MANAGING DIRECTOR
RENAULT TRUCKS, UK & IRELAND

