



**RENAULT
TRUCKS**

Renault Trucks Commercials Ltd

Gender Pay Gap Report 2025

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GENDER PAY GAP REPORT 2025

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 2025 and bonus information from April 2024 to March 2025.

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 2025 was 12.8%.

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%.



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GENDER PAY GAP

Gender Pay Gap

Median

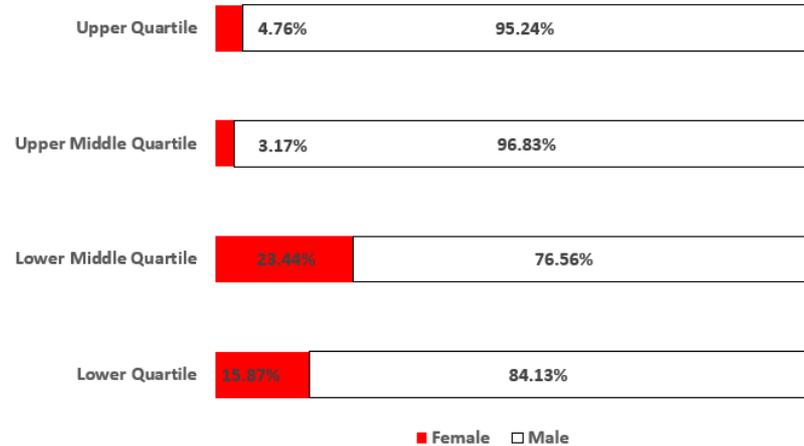


Mean



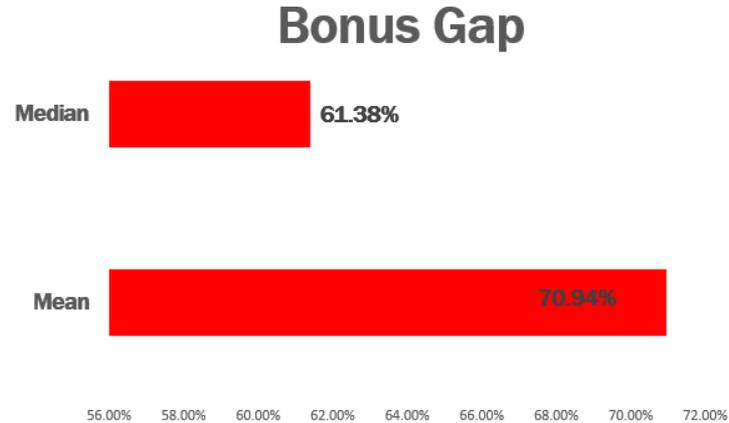
17.00% 18.00% 19.00% 20.00% 21.00% 22.00% 23.00%

Proportion of Female / Male Employees by Quartile

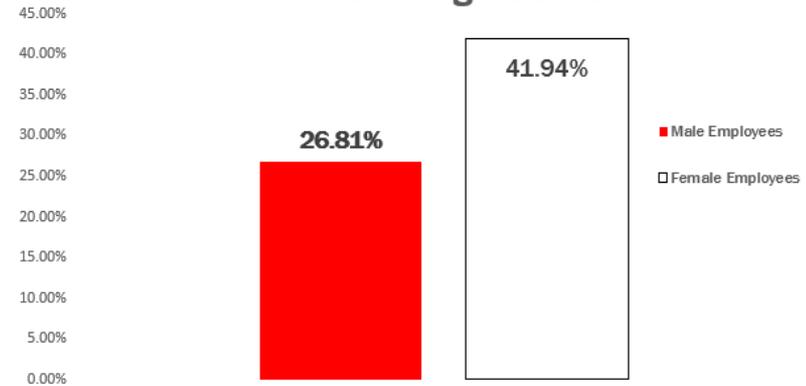


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GENDER BONUS GAP



Proportion of Male / Female Employees Receiving a Bonus



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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 86% TO 14%. THIS CHALLENGE IS COMMON AMONG ENGINEERING EMPLOYERS. RTC LTD'S MEDIAN GENDER PAY GAP STANDS AT 23.01%, 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 95% OF RTC'S HIGHEST-PAID EMPLOYEES BEING MALE.

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



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WHAT IS RENAULT TRUCKS COMMERCIALS LTD LTD DOING?

AT RTC LTD, PART OF VOLVO GROUP, WE ARE COMMITTED TO IMPROVING GENDER BALANCE ACROSS OUR ORGANISATION AND CREATING AN INCLUSIVE WORKPLACE WHERE ALL EMPLOYEES CAN THRIVE. OUR ACTIONS FOCUS ON STRENGTHENING OUR TALENT PIPELINE, ENSURING FAIR RECRUITMENT AND DEVELOPMENT PRACTICES, AND SUPPORTING EMPLOYEES THROUGHOUT ALL LIFE STAGES.

ATTRACTING MORE WOMEN INTO STEM AND EARLY CAREERS

WE ACTIVELY ENGAGE GIRLS IN SCHOOLS AND YOUNG WOMEN IN COLLEGES AND UNIVERSITIES TO PROMOTE ENGINEERING CAREERS—INCLUDING APPRENTICESHIPS—AND TO POSITION VOLVO GROUP AS AN INCLUSIVE EMPLOYER WITHIN A TRADITIONALLY MALE DOMINATED INDUSTRY.

INCLUSIVE DEVELOPMENT AND INTERNAL OPPORTUNITIES

MENTORING AND COACHING PROGRAMMES REMAIN OPEN TO ALL EMPLOYEES, AND INTERNAL CAREER FAIRS ENCOURAGE INDIVIDUALS TO EXPLORE ROLES ACROSS THE ORGANISATION. WOMEN AT ALL LEVELS SHARE THEIR CAREER STORIES TO INSPIRE OTHERS.



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WHAT IS RENAULT TRUCKS COMMERCIALS LTD LTD DOING?

FAIR AND GENDER NEUTRAL RECRUITMENT

WE REINFORCE CONSISTENT RECRUITMENT STANDARDS THROUGH MANAGER TRAINING ON FAIR AND NON-DISCRIMINATORY INTERVIEWING. ALL INTERVIEW PANELS MUST INCLUDE AT LEAST ONE WOMAN, AND JOB ADVERTS ARE REVIEWED TO ENSURE NON GENDERED, UNBIASED LANGUAGE. WE ALSO WORK TOWARD AB VOLVO'S "GENDER CHALLENGE" TARGETS FOR INCREASING THE NUMBER OF FEMALE MANAGERS.

INCLUSIVE EMPLOYER BRANDING

WE PRIORITISE DIVERSE IMAGERY IN RECRUITMENT AND SOCIAL MEDIA TO CHALLENGE STEREOTYPES AND ATTRACT A BROAD RANGE OF CANDIDATES.

FAMILY FRIENDLY AND FLEXIBLE WORKING

WE CONTINUE TO PROMOTE POSITIVE EXPERIENCES WITH JOB SHARING, FLEXIBLE WORKING AND HYBRID ARRANGEMENTS WHERE ROLES ALLOW. OUR ENHANCED MATERNITY POLICY OFFERS SIX MONTHS FULL PAY AND SIX MONTHS HALF PAY. MANAGERS ARE ENCOURAGED TO MAINTAIN REGULAR CONTACT DURING MATERNITY LEAVE, INCLUDING KIT DAYS, AND ENSURE A SUPPORTIVE RETURN TO WORK.



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WHAT IS RENAULT TRUCKS COMMERCIALS LTD DOING?

SUPPORT FOR WOMEN'S HEALTH

WE PROVIDE MENOPAUSE TRAINING FOR MANAGERS AND SIGNPOST AVAILABLE SUPPORT, SUPPORTED BY AN ACTIVE MENOPAUSE CHAMPION GROUP.

RESPECTFUL WORKPLACE CULTURE

TRAINING FOR ALL EMPLOYEES REINFORCES ZERO TOLERANCE FOR HARASSMENT AND BULLYING, SUPPORTED BY CLEAR EXPECTATIONS SET OUT IN OUR CODE OF CONDUCT.

I CONFIRM THE DATA TO BE ACCURATE

ANGIE MORGAN
HR & COMPETENCE DEVELOPMENT DIRECTOR
RENAULT TRUCKS, UK & IRELAND

