

V O L V O



VOLVO CONSTRUCTION EQUIPMENT HAULERS LTD

Gender Pay Gap Report 2025

Volvo Construction Equipment

Human Resources | Gender Pay Gap Report 2025 | External

2026-03-23

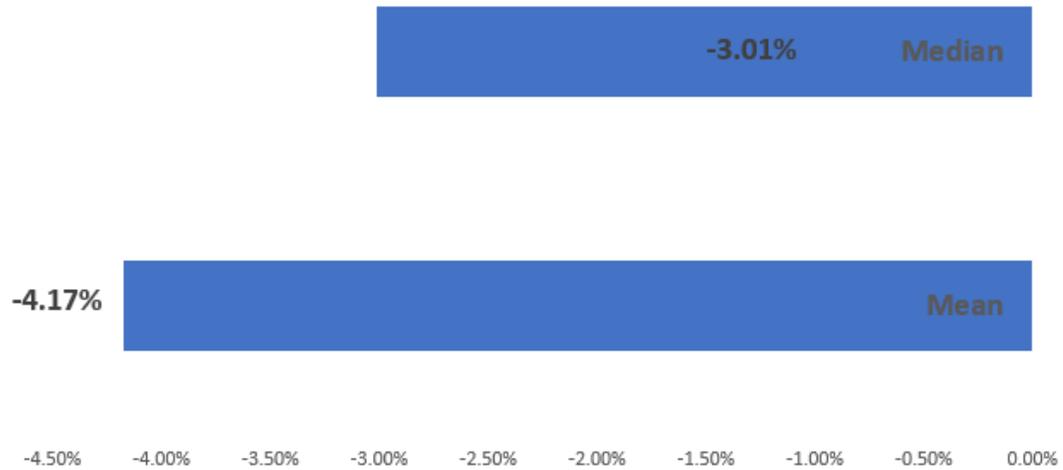
Background

- 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 following data shows that Volvo Construction Equipment Haulers Ltd median gender pay gap was -3.01%.
- 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%.

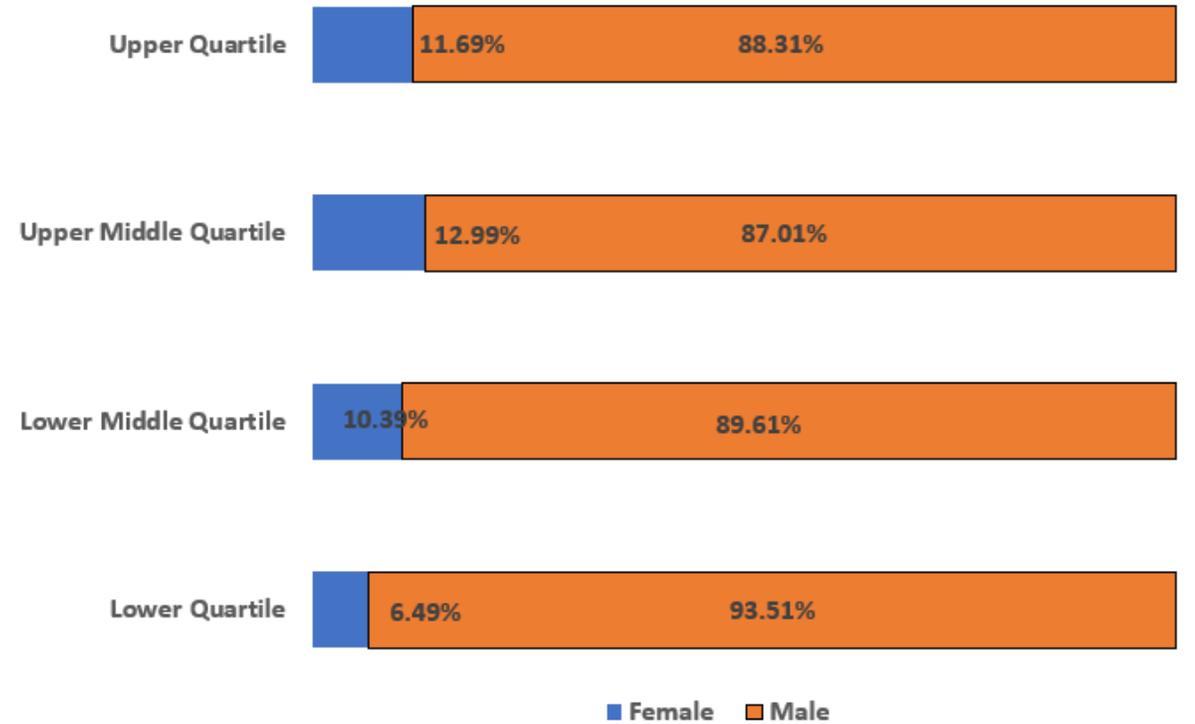


Gender Pay Gap

GENDER PAY GAP

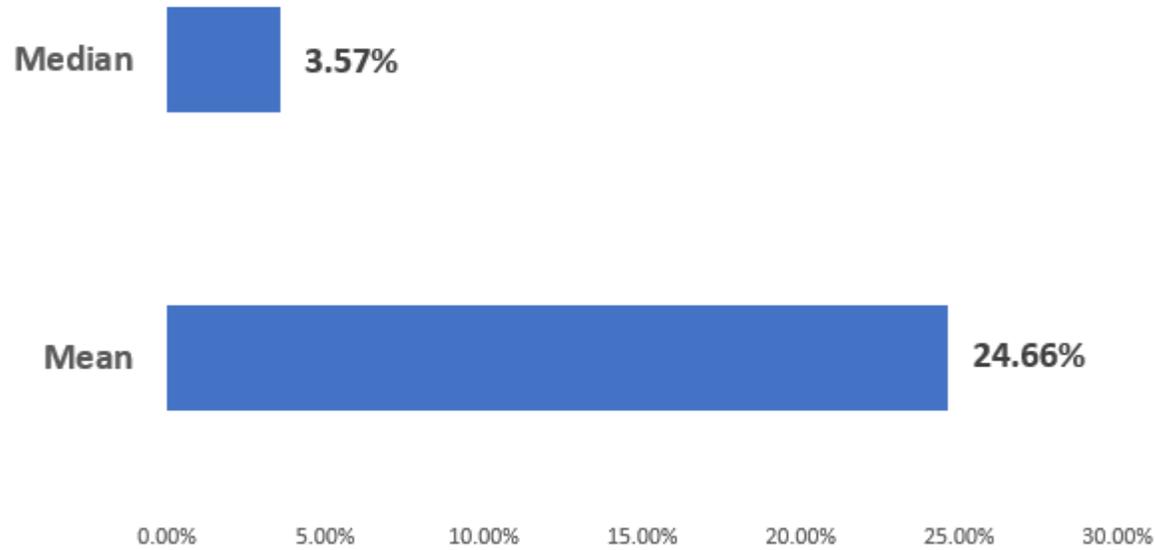


PROPORTION OF FEMALE / MALE EMPLOYEES BY QUARTILE

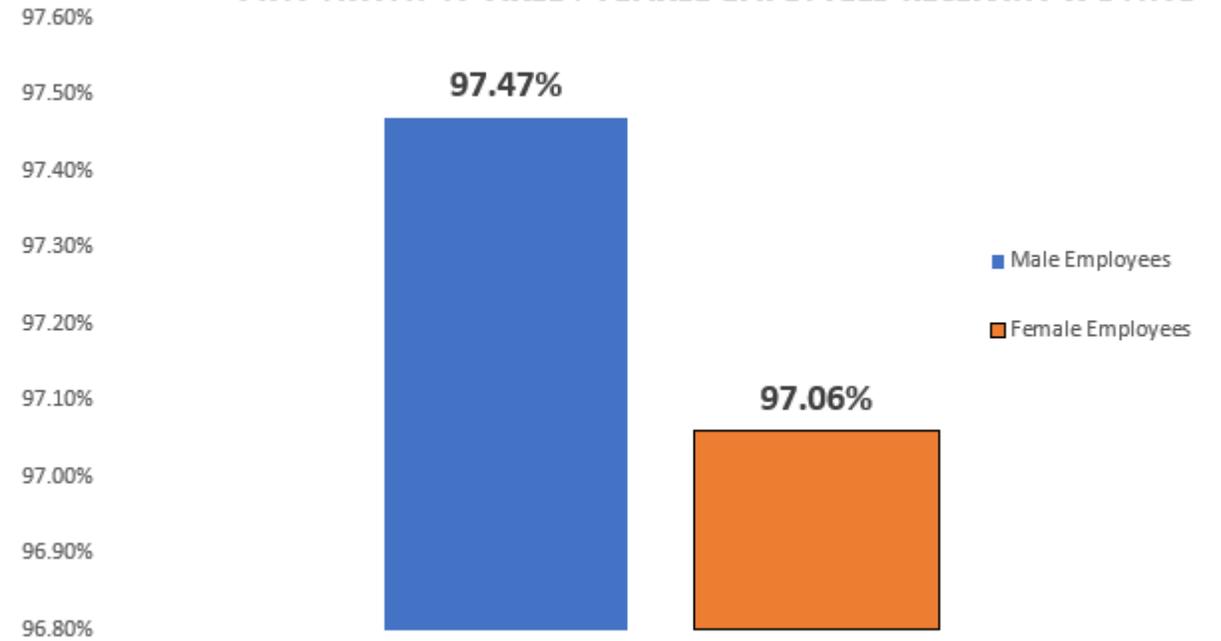


Gender Bonus Gap

BONUS GAP



PROPORTION OF MALE / FEMALE EMPLOYEES RECEIVING A BONUS



Understanding Volvo Construction Equipment Haulers 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 VCE Haulers Ltd operates has traditionally suffered from an inability to attract female employees. Whilst this is an issue for most engineering employers, VCE Haulers Ltd shows a median gender pay gap in favour of women, and therefore significantly better than the median gender pay reported by ONS for the economy as a whole.
- However, VCE Haulers Ltd recognises that more progress needs to be made, for example in ensuring we have more female representation in senior roles. The bonus pay gap figure is distorted by the high number of males in the most senior roles in the company. Some progress has been made in recent years, with the first female director appointed to the senior management team.



What is Volvo Construction Equipment Haulers Ltd Doing?

VCE Haulers is part of Volvo Group, and as such 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.

We have a Motherwell STEM group, including our female engineers, who host factory visits and visit local schools to promote science, technology, engineering and mathematics (STEM) subjects and engineering as a future career opportunity, regularly providing work experience placements to students.



What is Volvo Construction Equipment Haulers Ltd Doing?

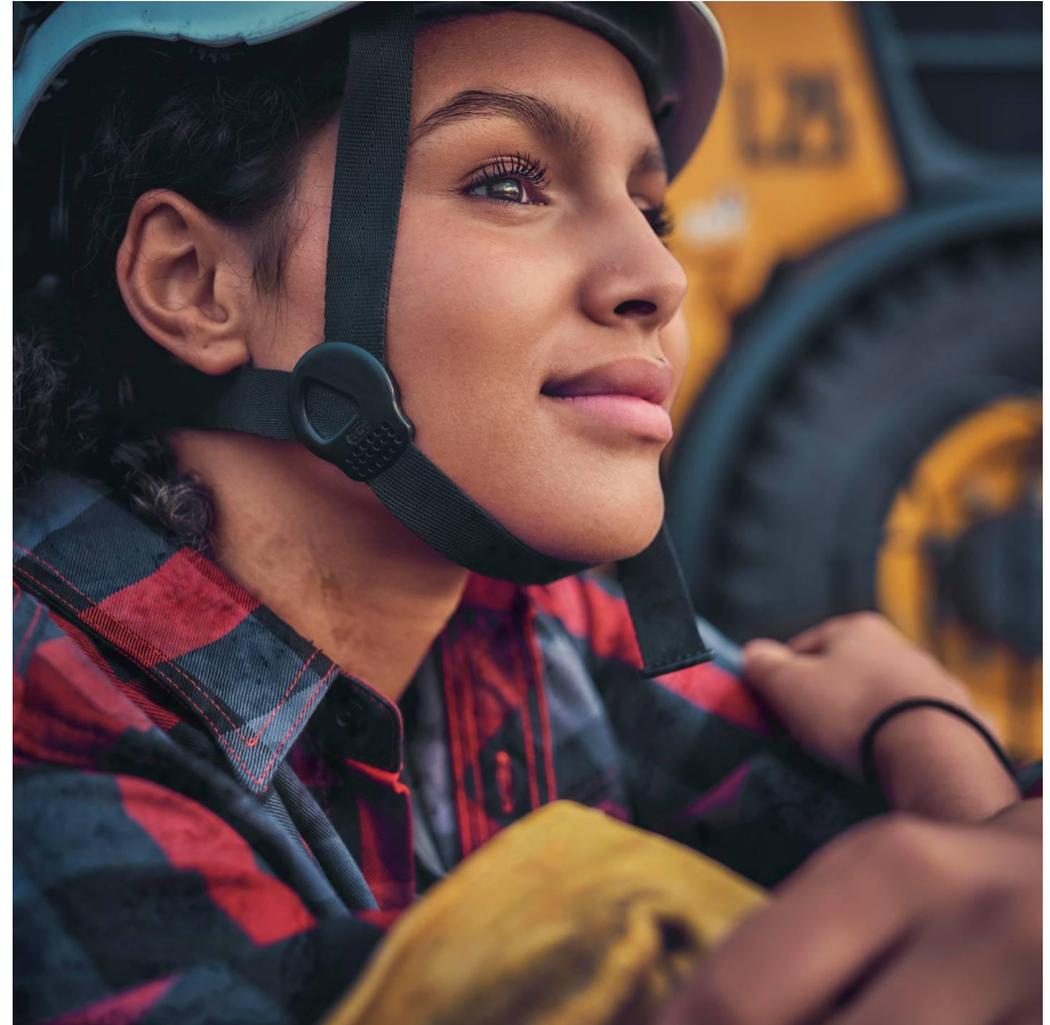
Inclusive Development and Internal Opportunities

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.

VCE Haulers is also part of the CEED (Centre for Engineering and Education Development) network in Scotland and take part in regular events, including Women in Engineering networks

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.



What is Volvo Construction Equipment Haulers Ltd Doing?

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.

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

Paul Douglas

VP Volvo Rigid Hauler and MD Volvo Construction Equipment Haulers Ltd

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