

VOLVO CONSTRUCTION EQUIPMENT HAULERS LTD



Gender Pay Gap Report 2021

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 2021, with bonus information rating to the period April 2020 – March 2021.

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 2021, the median Gender Pay Gap across the whole of the UK amongst all employees was 15.4%. **The following data shows that VCE Haulers has a median gender pay gap in favour of women.**

The data uses the following measures:

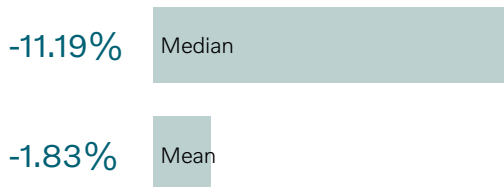
Mean – the average of the total number

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

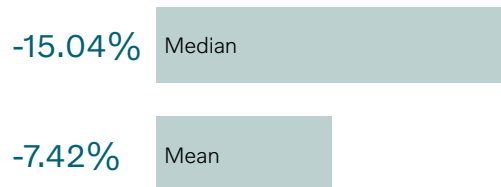
Quartile – the distribution of the data into four groups, including the lowest and highest 25%.

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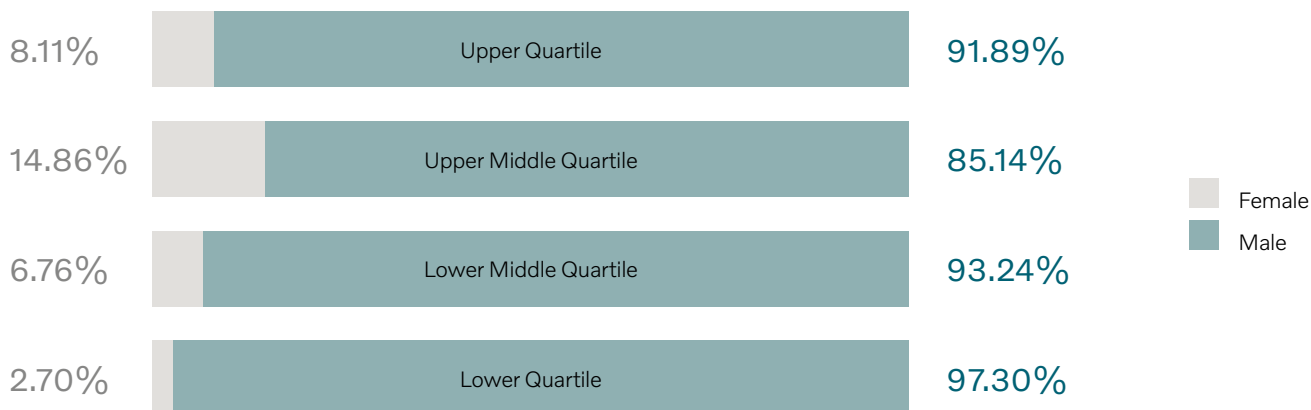
Gender Pay Gap



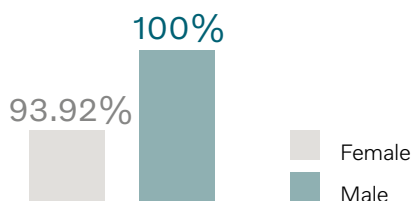
Gender Bonus Gap



Proportion of female/male employees by quartile



Proportion of female/male 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's median gender pay gap of -11.19% is positive towards females and is 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; progress is being made to address this and the first female director was appointed to the senior management team in 2019.

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What is Volvo Construction Equipment Haulers Ltd Doing?

VCE Haulers 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, VCE Haulers has been actively working to improve our position.

We have been working with 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. Also, when we attend career events we ensure that we show that engineering is not just a job for men. We proactively manage our recruitment strategy to ensure we attract a diverse workforce.

We take a positive view on part-time and flexible working and we ensure our managers are fully trained in interview techniques to recognise the importance of making non-biased recruitment decisions. We will also be introducing a mentoring programme which will be open to everyone, and we will be encouraging our high potential female employees to take part. And finally, as part of a global organisation, we ensure that diversity is a focus all year round.

I confirm the data to be accurate



Paul Douglas

VP Volvo Rigid Hauler and MD Volvo Construction Equipment Haulers Ltd



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