GENDER PAY GAP REPORT 2019.

MAN Truck & Bus UK Ltd.

INTRODUCTION

Gender Pay Gap reporting is an annual legal requirement which shows the balance of men and women at all levels of the organisation and the effect this has on average hourly rates of pay across the organisation as a whole.

In 2019, our gender pay gap was 21.8% (mean) or 20.6% (median) in favour of men.

At this point there were 800 relevant employees, out of which 83% were men and 17% women. The Truck and Bus Industry has predominantly attracted male employees; we are continuing to aim for a better gender balance.

How we measured the Gender Pay Gaps?

We calculated the gender pay gap using the government's criteria which can be found at: www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations

The calculations include:

- **Median pay gap** – this requires us to list men and women from low to high hourly rate and compare the middle value in the list.

- **Mean pay gap** – an average by adding all hourly rates and dividing them by the total number.

- **Bonus gap** – These median and mean calculations are also carried out when comparing bonuses paid over a twelve month period.
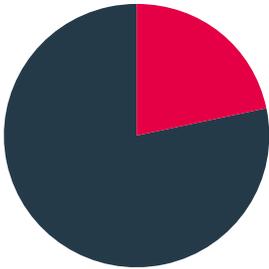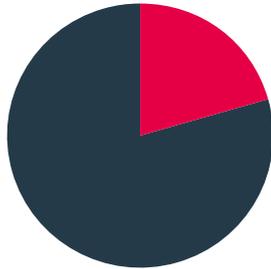
800
RELEVANT EMPLOYEES

83% MALE

17% FEMALE

HOW DID WE DO?

Mean gender pay gap in hourly pay	Median gender pay gap in hourly pay	Mean gender pay gap in bonus pay	Median gender pay gap in bonus pay

21.8%

Mean hourly rate of pay as at 5th April 2019 was 21.8% less for women than men.

20.6%

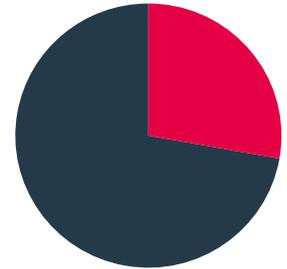Median hourly rate of pay as at 5th April 2019 was 20.6% less for women than men.
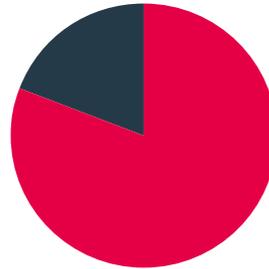
81%

Mean bonus pay in 12 months ending 5th April 2019 was 81% less for women than men.

28%

Median bonus pay in 12 months ending 5th April 2019 was 28% higher for women than men.

Proportion of male and female employees who received bonus pay in 12 months ending 5th April 2019:
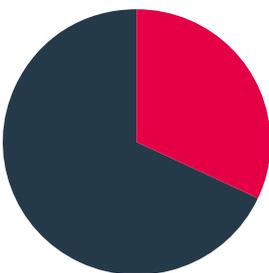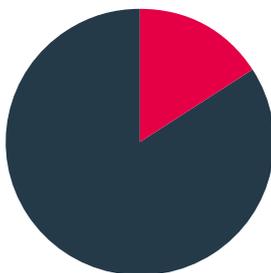
54% MALE   **26% FEMALE**

Proportion of hourly pay according to quartile pay bands as at 5th April 2019:
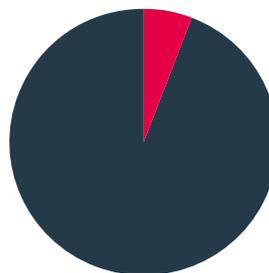
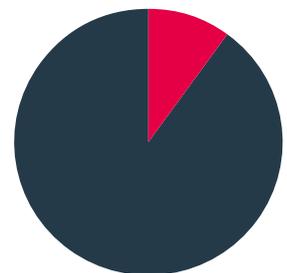| Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile

68% MALE
32% FEMALE

84% MALE
16% FEMALE

94% MALE
6% FEMALE

90% MALE
10% FEMALE