

VOLVO GROUP UK GENDER PAY GAP REPORT



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The UK government has introduced a requirement for all businesses with 250 or more employees to publish annually updated information about their Gender Pay Gap.

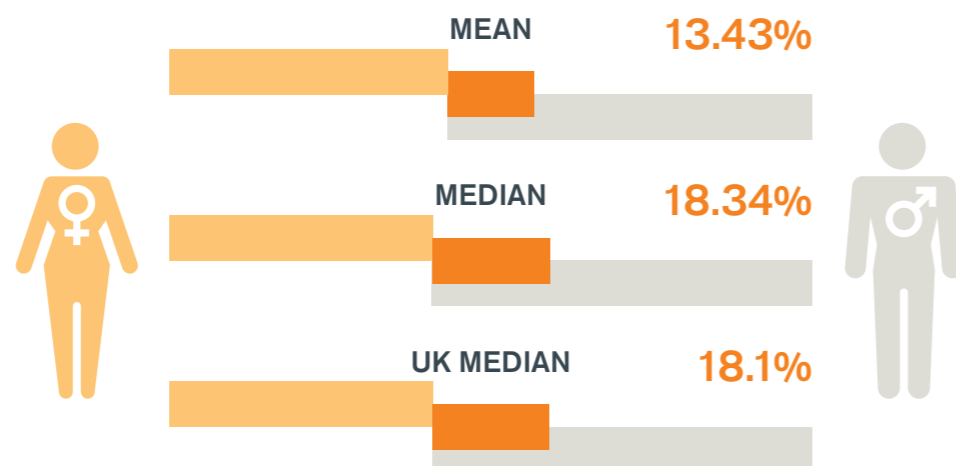
The first set of data must be published by April 2018.

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.

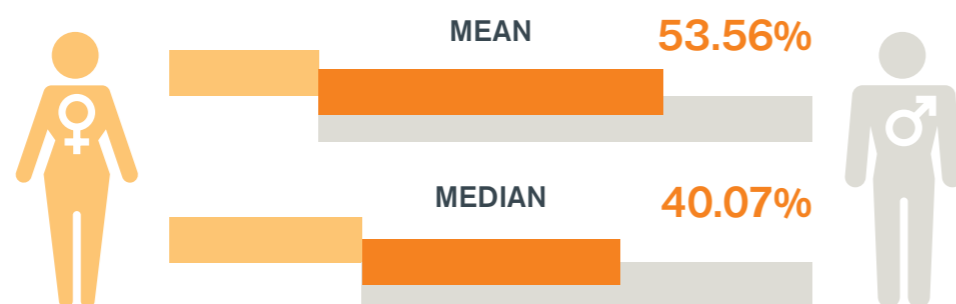
According to ONS figures for 2016, the median Gender Pay Gap across the whole of the UK was 18.1%. **This means that Volvo Group UK Ltd is currently in line with the UK as a whole.**

GENDER PAY GAP

HOURLY PAY

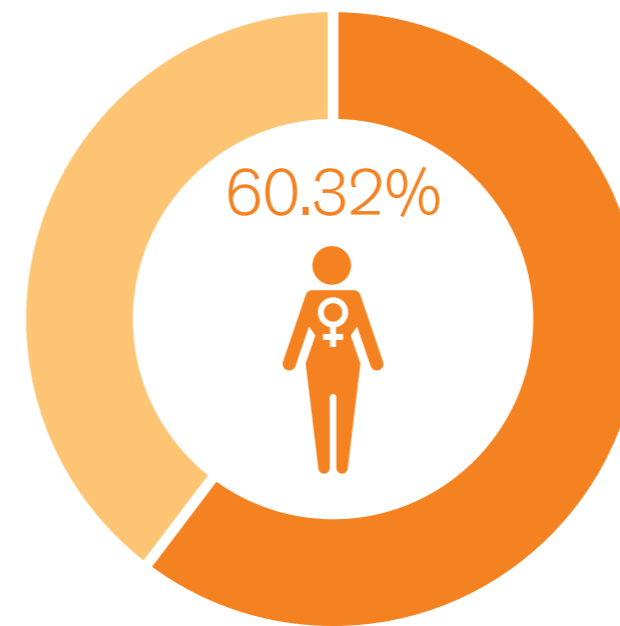


BONUS PAY

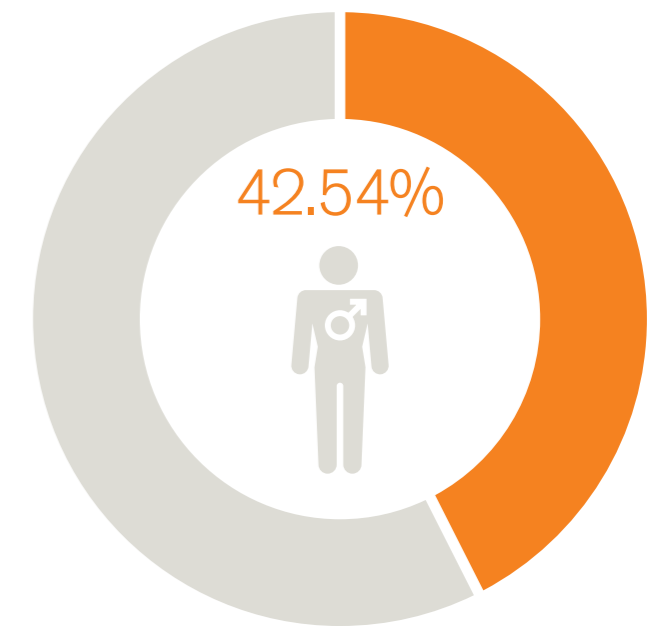


BONUSES PAID

PROPORTION OF WOMEN RECEIVING A BONUS



PROPORTION OF MEN RECEIVING A BONUS



QUARTILES



UNDERSTANDING VOLVO'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 Volvo Group UK operates has traditionally suffered from an inability to attract female employees. Whilst this is an issue for most engineering employers, Volvo Group UK's median gender pay gap of 18.34% is more or less in line with the figure reported by ONS for the whole UK economy. However, Volvo Group UK recognises that more progress needs to be made.

The bonus pay gap figure is distorted by the high number of males in senior roles, as evidenced by the quartile figures, which show that over 85% of Volvo Group UK's most highly paid employees are male.

The figures showing that females are more likely to receive a bonus than males are because female employees tend to be employed in White Collar roles, which attract a bonus, whereas Blue Collar roles are dominated by male employees.

WHAT IS VOLVO DOING?

Volvo Group UK 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, Volvo Group UK has been working to improve our position.

We have been working with colleges to build a **female apprentice network** with other employers to help support our apprentices. We also ensure we're showing that engineering isn't just a job for men when we attend national skills shows or carry out apprentice presentations. And we've been successful in attracting female apprentices, with our Truck and Bus Centres working to ensure they are a welcoming environment for everyone. We've also recently appointed Resourcing Specialists in our Warwick Head Office and also within each of our Truck & Bus Centre regions, who will be proactively managing our recruitment strategy to ensure we are attracting a diverse workforce.

We ensure our managers are fully trained in interview techniques to recognise the importance of making non-biased recruitment decisions. Some of our Business Areas, particularly at the Warwick Head Office, operate "core hours", recognising that employees appreciate flexibility in managing their outside work commitments.

And finally, we'll also be introducing a mentoring programme which will be open to everyone, and we'll be encouraging our high potential female employees to take part.

I confirm the data to be accurate:



Arne Knaben
Managing Director
Volvo Group Trucks UK & Ireland