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BRS 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 BRS compares favourably with the UK as a whole.

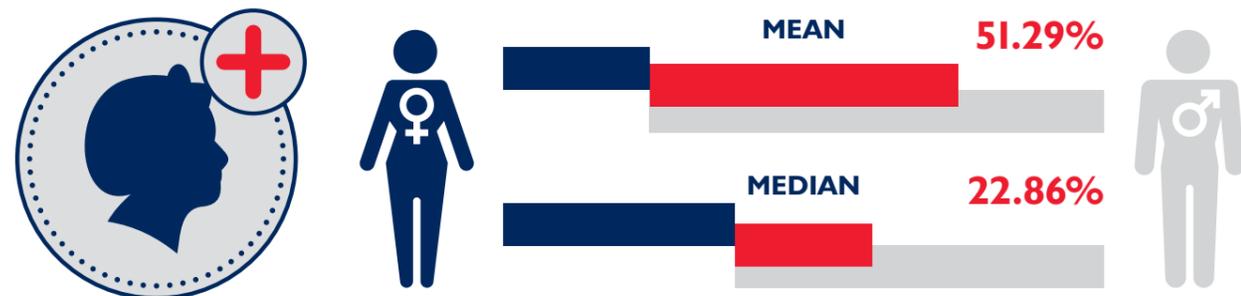
GENDER PAY GAP

HOURLY PAY



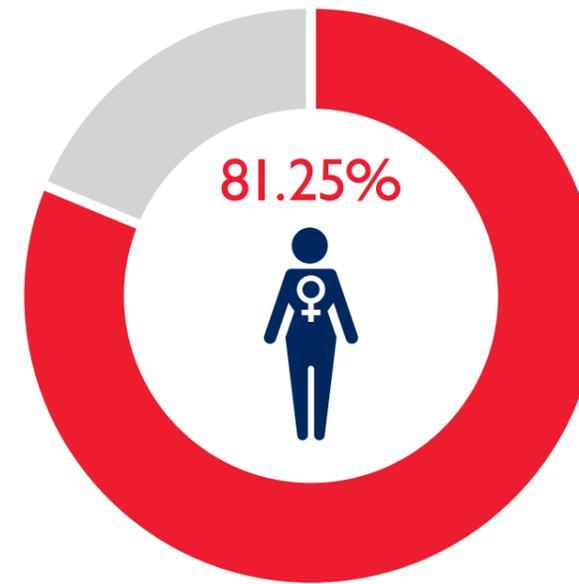
(Minus figure being pay gaps in favour of women, in accordance with the ONS method of reporting).

BONUS PAY

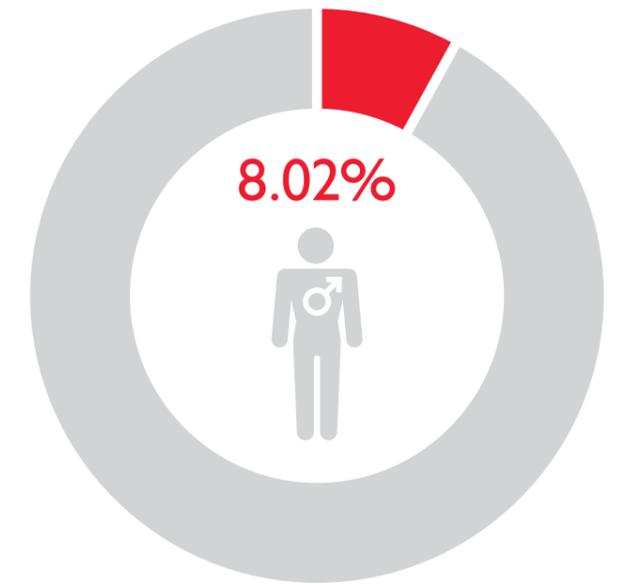


BONUSES PAID

PROPORTION OF WOMEN RECEIVING A BONUS



PROPORTION OF MEN RECEIVING A BONUS



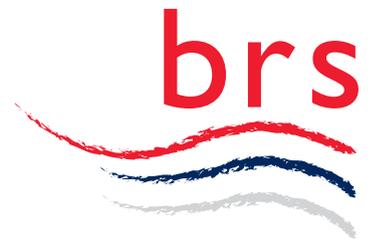
QUARTILES



UNDERSTANDING THE BRS GENDER PAY GAP

BRS has a gender pay gap significantly in favour of female employees. This is due both to the small number of female employees across BRS as a whole and also the dominance of male employees in driver and porter roles, which tend to be lower paid. Female employees are almost exclusively in White Collar roles, which attract a bonus, and this accounts for the higher proportion of women receiving a bonus payment.

However there is still a **bonus pay gap of 51.29%**, mainly due to the dominance of male employees in senior management roles, which attract higher bonus levels.



WHAT IS BRS DOING?

BRS is committed to a diverse workforce and to being an equal opportunities employer. Our office-based roles operate a core hours system, recognising that our employees need to manage their out-of-work commitments. And all our managers, regardless of where they work in the organisation, recognise the importance of non-biased decision-making in recruitment, having been fully trained in interview and selection techniques.

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.

I confirm the data to be accurate:

A handwritten signature in blue ink, appearing to read 'A/Kn', is positioned above the printed name and title.

Arne Knaben
Managing Director
Volvo Group Trucks UK & Ireland

The Volvo logo, consisting of the word 'VOLVO' in a bold, blue, sans-serif font.

Volvo Group UK
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