



SCANIA (GREAT BRITAIN) LIMITED

# GENDER PAY GAP REPORT 2023



**SCANIA**



# FOREWORD

Along with all organisations in the UK employing 250 or more employees Scania reviews and publishes its gender gap each year.

Scania (Great Britain) Limited supports the Government's drive to improve awareness about inequality and to reduce the gender pay gap. As part of our 'Amazing People' strategy, in 2023 our Managing Director and Director of People & Culture became members of the Automotive 30% club, which helps us achieve 30% of women in Senior Leadership roles by 2030. We are upskilling our colleagues about how to create a more inclusive culture, and we continually review our policies to support women and others from under-represented groups.

Our success is based on our core values: Customer first, Respect, Team spirit, Responsibility and Elimination of waste. We are committed to providing all employees with the opportunity to develop.

## The Gender pay gap explained

A gender pay gap is a measure of the difference in average pay between men and women across an organisation, regardless of the nature of their work. It is different to an equal pay comparison which is concerned with a direct comparison of the pay of people carrying out the same, similar or equivalent work.

The gender pay gap is driven by the fact there are more men in senior higher-paid jobs in the company.

We are committed to providing all employees with equal opportunities and rebalancing gender pay.



## CORE VALUES

CUSTOMER FIRST

TEAM SPIRIT

ELIMINATION OF WASTE

RESPECT

RESPONSIBILITY

### How do you calculate the gender pay gap?

The calculation is relatively simple. You add up the hourly pay of all men receiving a full month's pay in April 2023 and divide the total by the number of those men to arrive at an average (mean) hourly rate of pay. You do the same for all women and compare the two figures. If the average for men is higher than women we have a gender pay gap in favour of men. It is expressed as a percentage.

The government also asks us to calculate the median. This is arrived at by finding the pay for the man in the middle of the population of men where half the men are paid less than him and half are paid more. In other words it is the pay level which separates the lower paid 50% of men from the higher paid 50%. The same is done for women and once again the figure for males is compared to the figure for females.

The median is calculated because the mean can be distorted by extremes at either end of the scale.

We also calculate the mean average bonus pay for employees employed on 5th April 2023. You add up all the bonus payments received in the previous 12 months by men and divide the total by the number of men who received a bonus. You do the same for women and compare the two figures.

As you might expect, under the regulations there are some fine details to take into account.

Full details of the regulations can be found at: <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

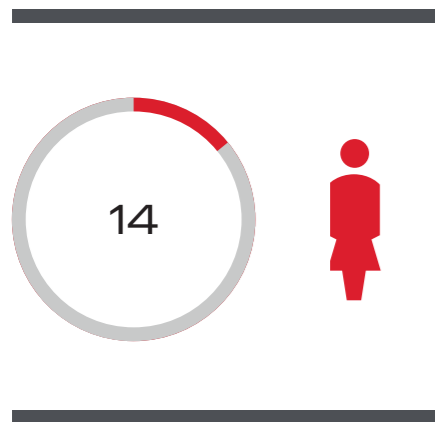
We have taken pay data from our entire business which includes many different roles that bring a variety of rates of pay.



### What are the results of our analysis?



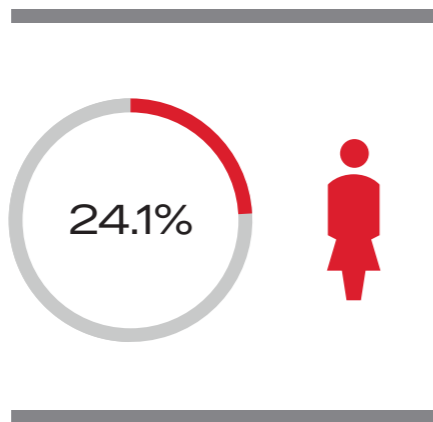
Mean gender pay gap in hourly pay



The mean gender pay gap in hourly pay shows that the average for women was 14% lower than the average for men. Hourly pay = basic pay and other payments like shift pay and holiday pay but does not include overtime pay and is after any salary exchange.



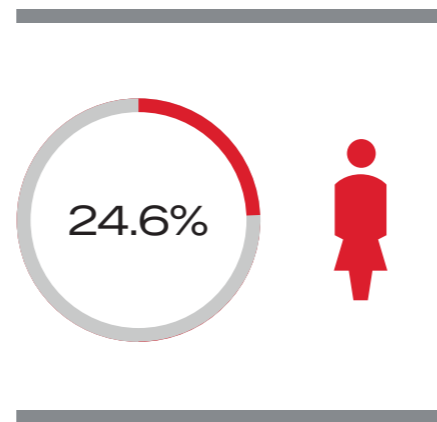
Median gender pay gap in hourly pay



The median hourly pay of women was 24.1% less than the median hourly pay of the male employees.



Mean gender pay gap in bonus pay



The mean bonus pay of women was 24.6% less than the mean bonus pay of men.



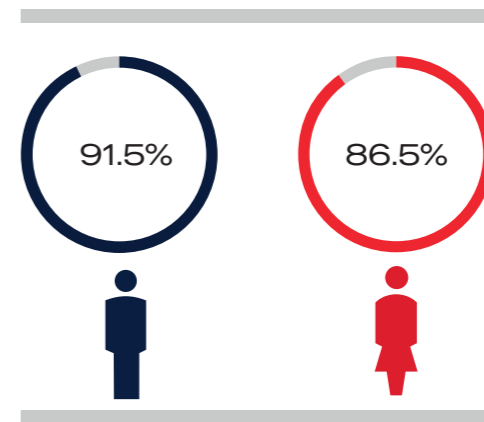
Median gender pay gap in bonus pay



The median bonus pay of women was -0.6% less than median bonus pay of men. Bonus schemes are linked to targets, so the payment may differ.



Proportion of males and females receiving bonus payments



We also calculated the proportion of men and women receiving bonus payments. This shows that 86.5% of women received bonus pay compared to 91.5% of men. Bonus schemes are results driven and not all generate a payment every year.





**Employees who received full pay in April 2023 split by men and women in each of the pay quartiles.**

The final calculation the regulations call for is to publish the **numbers of men and women in the different levels of pay**: Imagine a long line of all our female employees and another line of all our male employees, lined up in order of the lowest hourly rate of pay to the highest hourly rate of pay.

We then divide each line into four equal sized groups (quartiles) and calculate the proportion of men and women in each group or quartile.

As you can see the chart shows that we have many more men than women in each quartile and also, whilst the number of men increases through the quartiles, the number of women decreases.

