

# Midlands Truck & Van Ltd

## Gender Pay Gap Report

### 2024

Mercedes-Benz  
Midlands Truck and Van



# Midlands Truck & Van Ltd



Midlands Truck & Van are an automotive business that operates in the Commercial Vehicle sector which is primarily a male-dominated environment due largely to a manual labour dominance within our workshops. However, we are endeavoring to redress the gender imbalance within our business which needs to commence in the first instance from our productive workforce which is 100% male. During 2024 we have managed to engage some female apprentices with the workshop environment for which the business actively encourages the recruitment of apprentices and works on a balanced ratio of 4:1 from a productive perspective. Midlands Truck & Van are supportive of the government's guidelines for large companies in excess of 250 employees and as such are happy to publish their gender pay gap statistics. Our aim as a business in the automotive sector is to ensure all areas of our business which include productive personnel, administration, Sales personnel and Senior Management are committed to attracting, retaining and developing the careers of female employees. By adopting this business approach the core business footprint will be more reflective of our customer base. Further changes during the last year have seen an increase in female workers within the senior leadership team increasing to 30.0%.

I confirm that Midlands Truck & Van Ltd gender pay gap calculations are accurate and meet the requirements of "The Equality Act".

2024 ( Gender Pay Gap Information )

A handwritten signature in black ink, appearing to read 'S. Hunt'.

**Steve Hunt**  
Managing Director

## Our Values

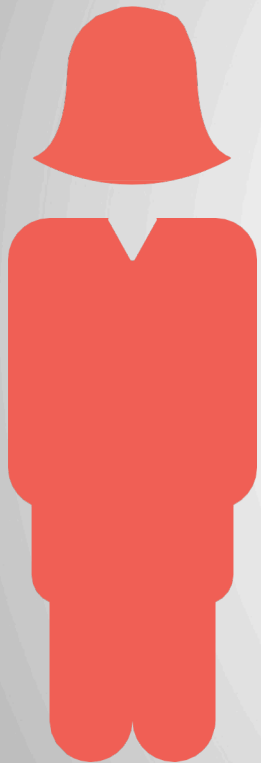
Commitment

Trust

Honesty

Understanding

# The Gender Pay Gap Report



We ( Midlands Truck & Van Ltd ) are an employer required by law to produce a Gender Pay Gap Report under the Equality Act 2010 ( Gender Pay Gap Reporting ) Regulations 2017.

The four areas we are focusing on are as follows:

- Gender pay gap (mean and median averages )
- Gender bonus gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure

The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. This is not the same as unequal pay which is paying men and women differently for performing the same (or similar) work.

## **What is the mean hourly pay gap?**

This is the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

## **What is the medium hourly pay gap?**

This is the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

## **What is the bonus proportion of males and females receiving a bonus payment?**

This is the proportion of male relevant employees who were paid any amount of bonus pay, and the proportion of female relevant employees who were paid any amount of bonus pay.

## **What is quartile pay?**

This shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.



# Our people make us who we are.

## Women's Hourly Rate

The figures published for both mean and median hourly rate and bonus are entirely reflective of the demographics of our business. Our business has more male employees in not only the productive workshop element of the business but this is also emulated within senior Management, as such our average mean and median is higher than our average female salary. Career progression within our business has dictated at senior Management level a male dominance with appointments being secured either internally or from other motor trade businesses which again reflect a male dominated working environment. The lack of female employees joining not only our business but those businesses in the same business sector is the core component giving rise to the gender pay gap currently being experienced by Midlands Truck & Van. The pay gap will continue to exist until we achieve a fair representation of males and females at all levels of our business which is a desire we are trying to achieve. Our current female employees account for 17.11% of the workforce with the 82.89% being male.

## Women's Bonus Pay

Our bonus payments are once again geared heavily towards the male employee for commission's earned primarily on the sale of new and used Truck & Van which within our business are some of the largest bonus earners in the Company. The bonus gap is a consequence of the business having a significantly larger proportion of men working within the sales environment. We are committed to bringing more women into our Sales Departments to redress the balance.

## Our Workforce

Operating within the Automotive business sector it is primarily a male dominated industry, Midlands Truck & Van understands that within this sector there is a high dominance of male to female employees creating what we are experiencing in the form of an uneven gender split between male and female employees, but as a business we believe we are making significant strides in the right direction. Noted below are some significant improvements in the following areas:

**Sales Department:** We are seeking to make the nature of our sales business more appealing to females who mainly perform support roles in this area.

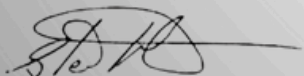
**Marketing:** This department is solely female.

**Aftersales Departments:** The number of females within our Aftersales departments continues to rise in the capacity of Service Advisors, Invoicing Clerks, Parts personnel and more recently Workshop Control which until recently has been a 100% male role.

**Apprentices:** We are pleased to have females undertaking apprenticeships in all areas of the aftersales business including technicians, parts and service.

**Accounts Department:** Operates with only two male employees with the majority being female employees.

As a business we are extremely proud to have women involved in all key areas of our business but moving forward we have an underlying desire to build on the progress that collectively we have all made as one cohesive business.



**Steve Hunt**  
Managing Director

# Our Results

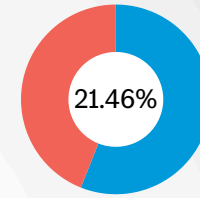
## Our Workforce - 339 Employees



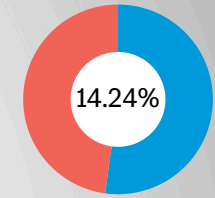
17.11%

82.89%

## Average GPG in hourly pay as a % of men's pay



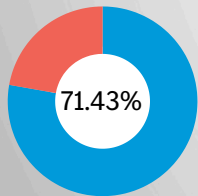
Mean Pay Gap



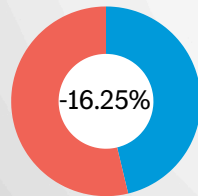
Median Pay Gap

## 2024 Bonus results

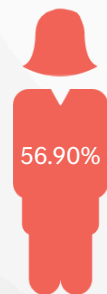
Average GPG in bonus pay as a % of men's bonus pay



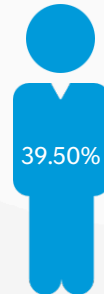
Mean Pay Gap



Median Pay Gap



Females  
Receiving  
Bonus



Males  
Receiving  
Bonus

## Quartile Results

