

Hitachi Construction Machinery UK

Gender Pay Gap Report 2024

Company Profile

Hitachi Construction Machinery UK Ltd are a wholly owned subsidiary of Hitachi Construction Machinery Europe and are responsible for the supply of excavators, wheel loaders, parts and servicing to the UK and Irish construction industry. Hitachi produces the widest range of hydraulic excavators in the world and are renowned for their high quality, advanced technology, and unrivalled reliability.

Our foremost priority is to prioritise our customers and employees in all our endeavours. Our values epitomise this ethos, underscored by our commitment to equality and inclusivity.

Gender Pay Gap Report 2024

This Gender Pay Gap Report is based on data as of 5th April 2024 and includes the following:

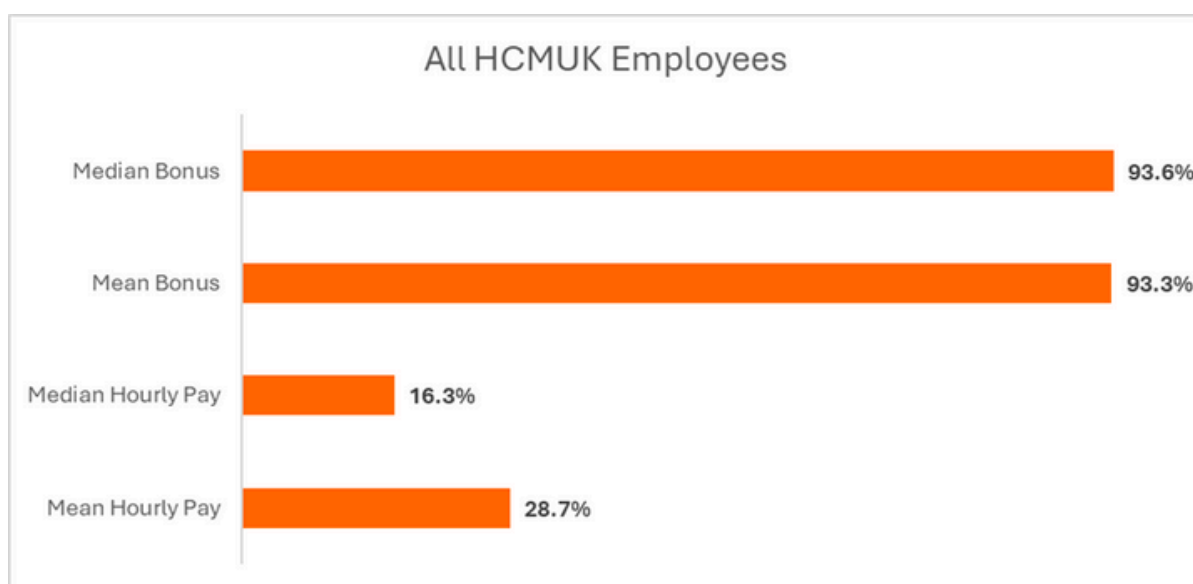
- The differences between male and female mean and median pay and mean and median bonus pay.
- The distribution of genders within four pay band quartiles.
- The proportion of men and women receiving bonus pay in a year.

All Company's with 250 or more employees are required to publish these statistics.

The gender pay gap should not be confused with equal pay. The gender pay gap is an overall comparison of all earners, regardless of the type of work they do – it is the difference in average pay between men and women.

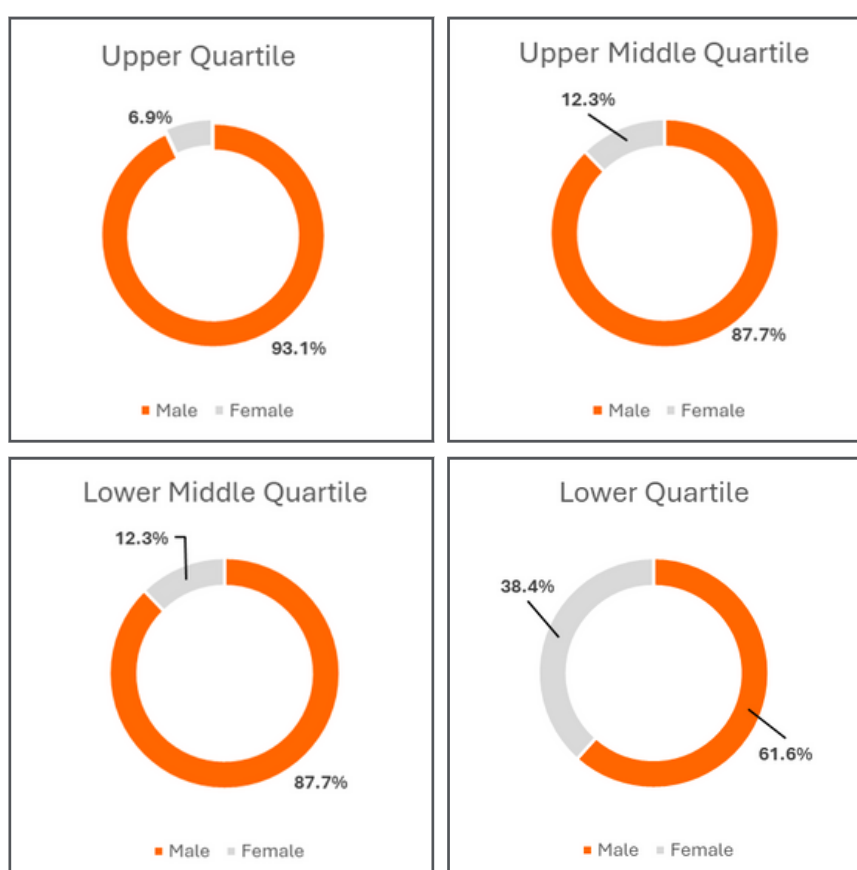
HCMUK consistently evaluates salaries to maintain parity amongst roles and employees. We are confident that our pay and reward frameworks are fairly and equitably applied across the Company to ensure we remain competitive as well as continue to attract and retain talent within the Company regardless of gender.



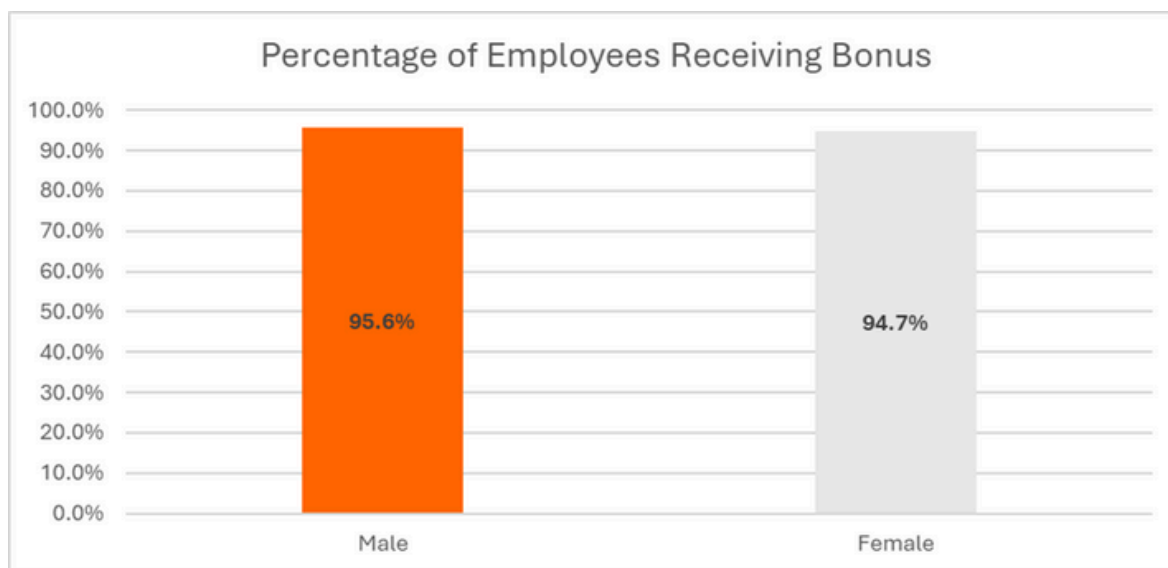


Pay Quartiles

The workforce distribution across pay quartiles shows gender representation in different salary bands:



Our gender pay gap is driven by the underrepresentation of female employees in higher-paying roles and their greater concentration in lower-paid positions. This reflects broader trends in the construction sector, where there is a higher proportion of male employees. However, our gender pay gap does not result from unequal pay for men and women in equivalent roles.



We are pleased to report that almost all employees were in receipt of a bonus payment and we will continue to monitor bonus distribution to ensure that going forward any potential biases or disparities are promptly identified and addressed.

Comparison with 2023 Report

Metric	2023	2024	Change
Female Representation in Upper Quartile	6%	12.3%	+6.3%
Female Representation in Upper Middle Quartile	12.3%	8%	-4.3%

We are pleased to report an increase in female representation at higher pay levels. This growth reflects our ongoing efforts to promote gender diversity in senior roles, highlighting successful initiatives in career progression and leadership development.

Challenges

The construction industry has historically seen a higher proportion of male employees compared to female employees. While this industry-wide trend continues to impact our pay gap, HCMUK is actively taking steps to improve gender diversity.



Our key challenges include:

- Underrepresentation of women in senior and high-paying roles.
- Gender imbalance in technical and leadership positions.
- Ensuring that bonus distribution practices remain fair and transparent.

To continue addressing gender imbalances, we are committed to implementing and supporting initiatives that will attract, promote, and retain female employees.

We will continue to:

- ✓ Implement training programs to raise awareness of unconscious biases and promote diversity and inclusion in the workplace.
- ✓ Ensure that promotion and advancement opportunities are equally accessible to all employees, regardless of gender.
- ✓ Promote family-friendly policies that include flexible working.
- ✓ Embed our company values of integrity, people, customer and innovation.
- ✓ Conduct regular salary audits to ensure our pay and reward frameworks are fairly and equitably applied across the Company.
- ✓ Identify recruitment initiatives to attract more females.
- ✓ Promote Health and Wellbeing initiatives tailored to support women in the workplace, ensuring equitable access to resources, programs and campaigns.


Commitment to Change

HCMUK remains committed to reducing the gender pay gap and improving gender diversity across all levels of the company. By implementing these initiatives, we aim to create a more equitable and inclusive workplace.

We confirm that this report is accurate and reflects our gender pay data as of 5th April 2024.



David Roberts
Chief Executive Officer



Andrew Shield
Chief Finance Officer



Alison Coote
Director of Human Resources

