

Midlands Truck & Van Ltd Gender Pay Gap Report 2025

Mercedes-Benz
Midlands Truck and Van



Midlands Truck & Van Ltd



Midlands Truck & Van Ltd operates within the commercial vehicle sector, where roles particularly within our workshop and technical teams have historically been male dominated. This reflects wider industry trends, especially in areas involving manual and technical work. We are committed to improving gender diversity across all areas of our business. As part of this, we recognise that increasing representation within our workshop teams is an important priority, as these roles currently remain predominantly male. During 2025, we made positive progress by recruiting female apprentices into our workshop environment. We actively support apprenticeship programmes and aim to maintain a balanced and sustainable approach to workforce development, ensuring opportunities are accessible to all. As an organisation employing more than 250 people, we support the UK Government's requirements on gender pay gap reporting and are committed to transparency. We have therefore published our gender pay gap data in line with the Equality Act. We are dedicated to attracting, retaining and developing female talent across all parts of our business, including technical roles, administration, sales, and senior management. By continuing to build a more inclusive workforce, we aim to better reflect the diversity of our customers and the communities we serve.

We confirm that the gender pay gap calculations for Midlands Truck & Van Ltd are accurate and have been prepared in accordance with the statutory requirements.

Midlands Truck & Van Ltd – Gender Pay Gap Statement (2025)

Handwritten signature of Michael Carolan.

Michael Carolan
Managing Director

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?

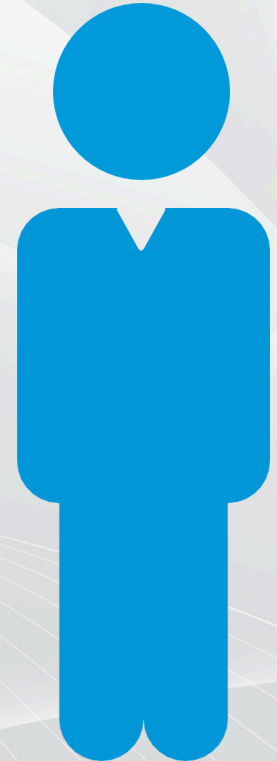
This is the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

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 pay and bonus are reflective of the current structure and demographics of our workforce. As is common within the commercial vehicle sector, our business has a higher proportion of male employees, particularly within workshop and technical roles. This is also reflected at senior management level, where male representation remains higher. We recognise that this imbalance contributes to a higher average hourly rate for men compared to women. This is influenced by the distribution of roles across the organisation rather than differences in pay for like-for-like roles.

Historically, career progression within the sector has resulted in a greater number of men occupying senior positions, often through internal progression or external recruitment from within the wider motor trade, which itself has a similar gender profile. We acknowledge that increasing female representation across all levels of the business is key to reducing the gender pay gap over time. We are committed to improving this balance through inclusive recruitment, development opportunities and career progression for all employees.

At the time of reporting, women represent 17.11% of our workforce, with men accounting for 82.89%.

Women's Bonus Pay

Our bonus pay gap is influenced by the distribution of employees across roles that attract higher bonus earnings. Within our business, the largest bonuses are typically earned in sales roles, particularly in the sale of new and used trucks and vans.

Currently, these roles are predominantly held by male employees, which contributes to the bonus pay gap. This reflects the wider industry trend, where sales environments have historically seen higher male representation.

We are committed to improving gender balance within our sales teams and are taking steps to encourage more women to join and develop careers in these areas. Over time, we expect this to contribute to a more balanced distribution of bonus earnings.

Our Workforce

The automotive and commercial vehicle sector continues to be male dominated, and Midlands Truck & Van Ltd reflects this wider industry trend. However, we are committed to making meaningful progress towards a more balanced and inclusive workforce and are encouraged by developments across several areas of the business.

Sales Department: We are working to make careers in sales more accessible and attractive to a broader range of candidates, including women, and to support progression into customer facing and revenue generating roles.

Marketing: Our marketing function is currently a female led team, demonstrating strong representation in this area of the business.

Aftersales Departments: Female representation within our aftersales teams continues to grow, including roles such as Service Manager, Service Advisors, Invoicing Clerks and Parts Personnel. We have also seen women move into Workshop Control roles, which have historically been male dominated.

Apprentices: We are pleased to support female apprentices across multiple areas of the aftersales function, including technician, parts and service roles, helping to build a more diverse future workforce.

Accounts Department: Our account's function has a strong female representation, with the majority of roles held by women.

As a business, we are proud to have women contributing across all key areas of our organisation. We remain committed to building on this progress by attracting, retaining and developing female talent, ensuring Midlands Truck & Van Ltd continues to move towards a more balanced and representative workforce.



Michael Carolan
Managing Director

Our Results

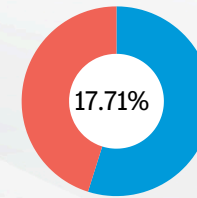
Our Workforce - 361 Employees



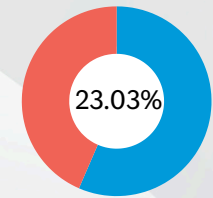
18.01%

81.99%

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



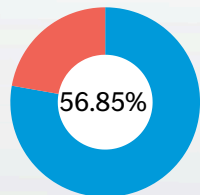
Mean Pay Gap



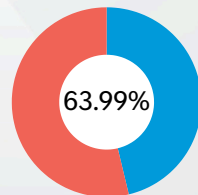
Median Pay Gap

2025 Bonus results

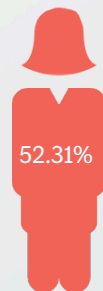
Average GPG in bonus pay as a % of men's bonus pay



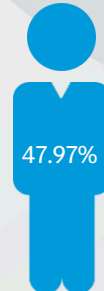
Mean Pay Gap



Median Pay Gap



Females
Receiving
Bonus



Males
Receiving
Bonus

Quartile Results

