

# Hitachi Construction Machinery (UK) Gender Pay Gap Report 2023

## 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 epitomize this ethos, underscored by our commitment to equality and inclusivity.

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## Gender Pay Gap Report 2023

This Gender Pay Gap Report is based on data as of 5th April 2023 and includes the following:

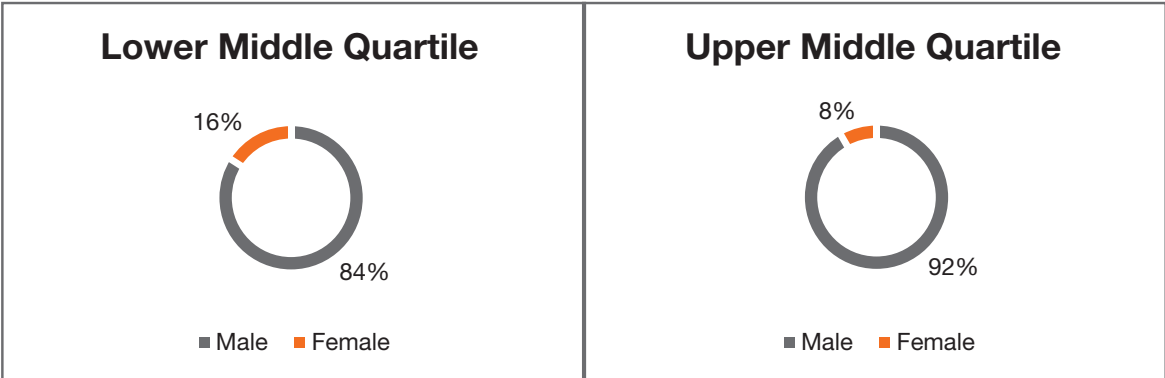
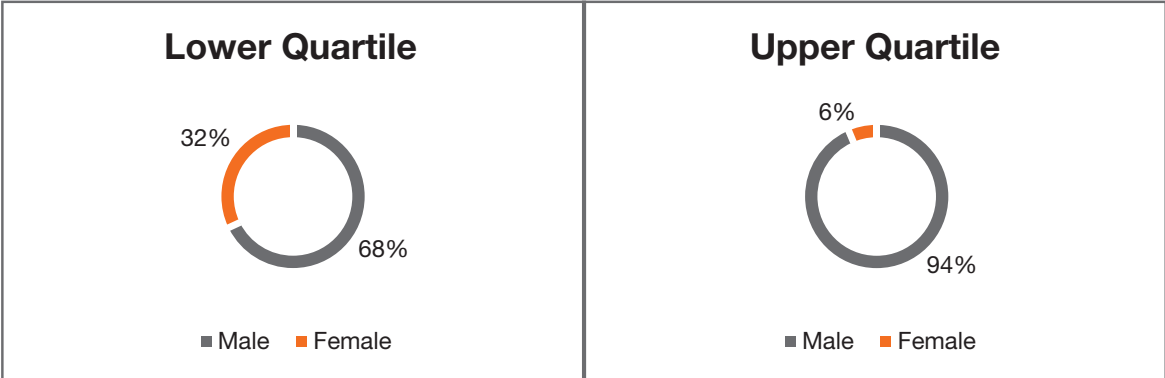
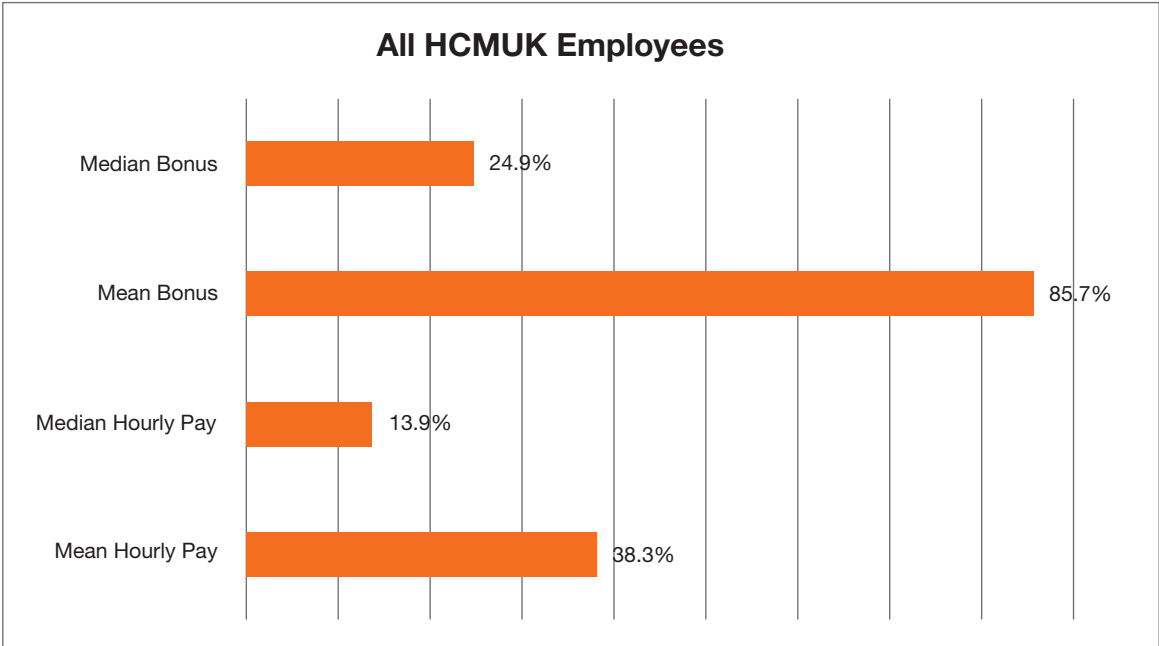
- The differences between male and female mean and median pay and mean and median bonus pay.
- The distribution of genders within four pay band quartiles.
- The proportion of men and women receiving bonus pay in a year.

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

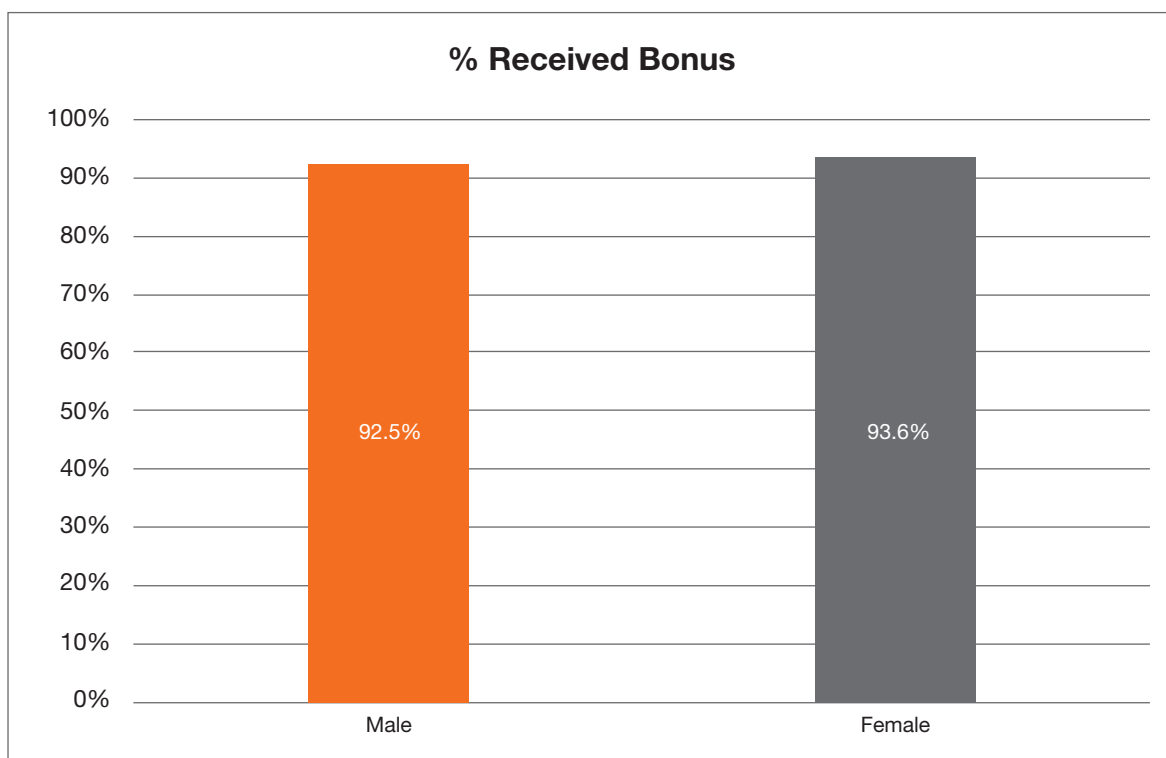
The gender pay gap should not be confused with equal pay. The gender pay gap is an overall comparison of all earners, regardless of the type of work they do – it is the difference in average pay between men and women.

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.





Our Gender Pay Gap doesn't stem from female employees earning less than males in similar roles but as with the wider construction sector, HCMUK employs a higher proportion of males to females.



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.

### Our Challenge

The construction sector traditionally attracts significantly fewer females than males, nevertheless 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.

We can confirm that data and information reported is accurate.

Andrew Shield  
Chief Finance Officer

David Roberts  
Chief Executive Officer