

# Gender Pay Report 2017



We at Abellio London Ltd and Abellio West London Ltd firmly believe in promoting equality and diversity amongst our workforce. As such, we welcome the opportunity to publish our Gender Pay Information showing gender pay levels within our business.

The information was compiled on a snapshot date of 5<sup>th</sup> April 2017, using the standard methodologies stipulated in the Regulations and with reference to ACAS guidelines.

## Pay & Bonus Gap

The below table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in the year up to April 2017.

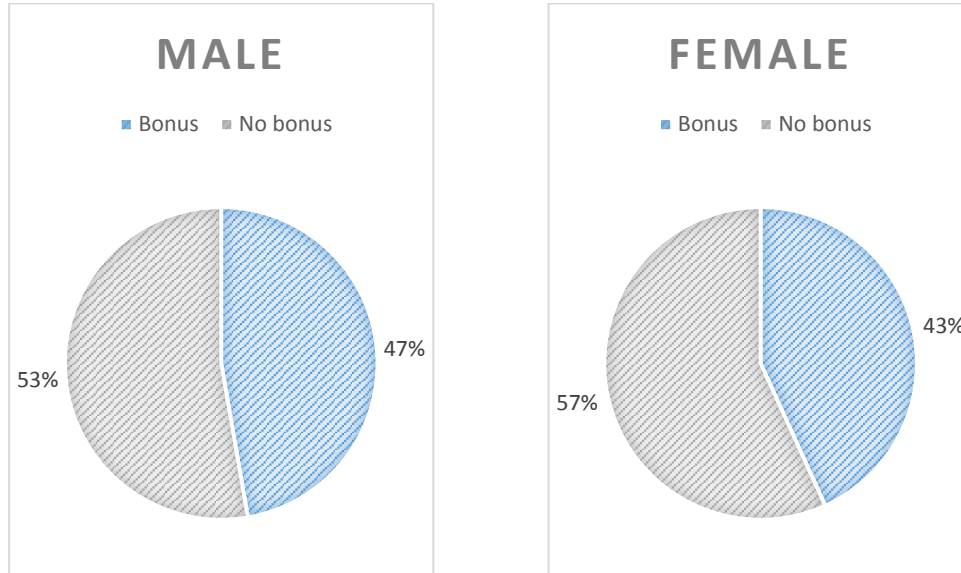
	Difference Between Men and Women	
	Mean	Median
Hourly Rate	-1.68%	0.42%
Bonus	-64.72%	0.00%

Our negative mean gap for hourly paid rates and bonuses may be viewed as encouraging in the context of the wider double-digit positive gender pay differential across the UK.

However, the London bus industry predominantly employs male workers, particularly at blue collar level. Currently, only some 10% of our workforce is female and a disproportionate number work in support and managerial roles that attract higher than average pay rates. These factors have influenced the gender pay gap to be negative i.e. in favour of female employees.

Men and women are paid equally for doing the same jobs across the company, so the gaps are not indicative of equal pay issues.

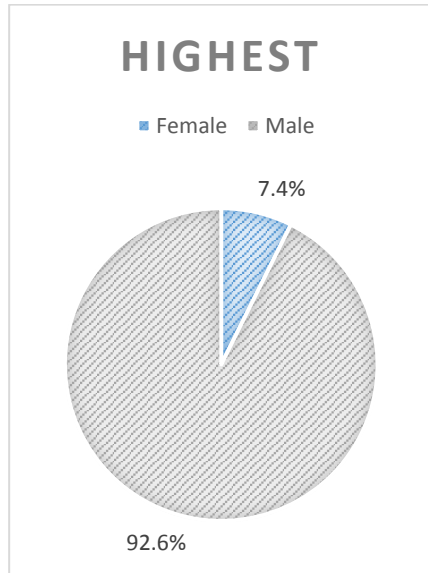
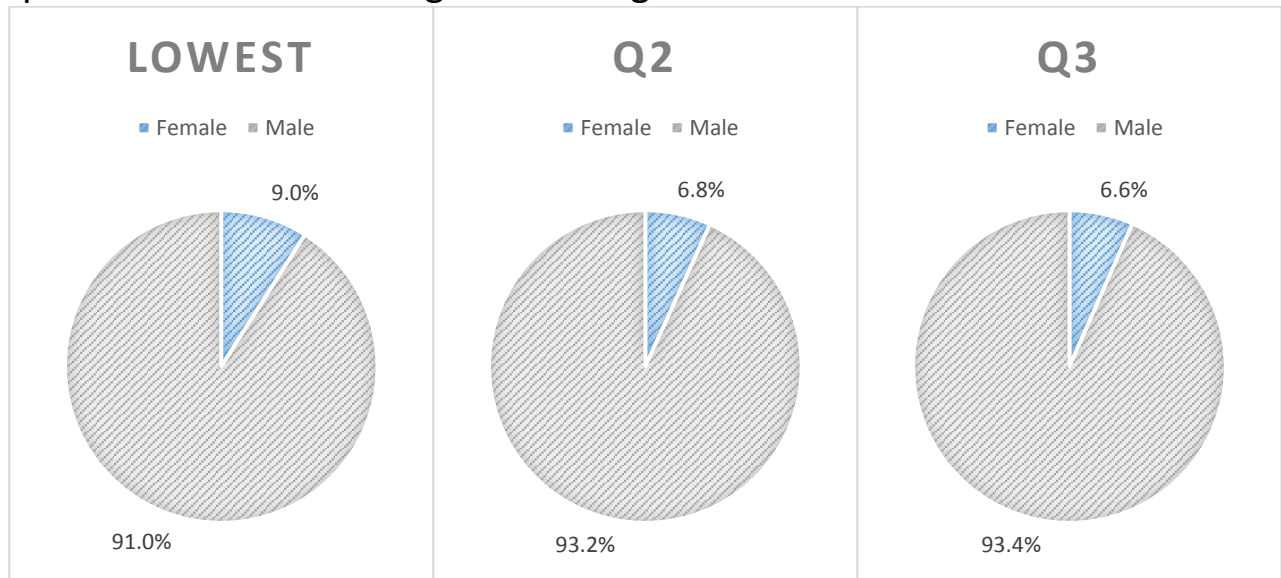
## Bonus Pay Proportion



There is a difference of 4% between the proportions of men and women who received bonus payments in the year. The influencing factor as described earlier is the large volume of employees paid bonuses is our blue collar workforce, predominately dominated by males.

## Pay Quartiles by Gender

The charts below highlight gender distribution across four equally sized quartiles each containing 544 colleagues.



The gender splits in the quartile bands are broadly representative of our overall male to female ratio of 90:10. The lesser representation of women in the upper quartile is as expected given the factors described above.

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The bus industry has predominately been male-dominated across all roles, especially at higher levels falling within operational, general management and engineering disciplines.

We recognise that women are under-represented in general across the Company but have worked hard at trying to redress the balance wherever possible, in particular at middle/senior management levels. Leaving the engineering disciplines aside where gender inequality has traditionally been extremely difficult to address, the business currently has 54% of such positions occupied by females.

Despite the above, we will continue to try and understand what the barriers are to female employees applying and/or progressing through all levels within the business.

I confirm that this report is accurate.

A handwritten signature in black ink, appearing to be "Tony Wilson".

Tony Wilson  
Managing Director  
Statutory Director  
Abellio London Ltd & Abellio West London Ltd