

Gender Pay Report 2023



Abellio London Bus (comprising Abellio London Limited and Abellio West London Limited)

We at Abellio London Bus firmly believe in promoting equality and diversity amongst our workforce. As such, we welcome the opportunity to publish our Gender Pay Information.

The information was compiled as of 5th April 2023, using the standard methodologies stipulated in the Regulations and with reference to ACAS guidelines.

Pay & Bonus Gap

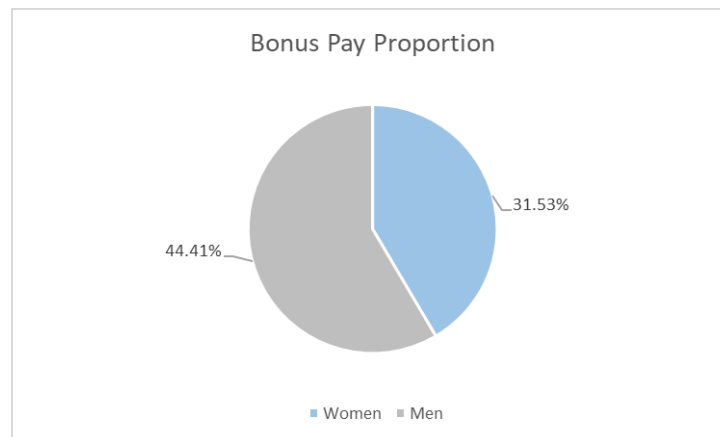
The below table shows overall mean and median gender pay gap data based on hourly rates of pay as of 5th April 2023. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2023.

Difference Between Men and Women		
	Mean	Median
Hourly Rate	11.0%	13.0%
Bonus	-91.0%	0.0%

The mean hourly rate pay gap has increased from +3.27% at 5th April 2022. The median pay gap has increased to +13.0% at 5th April 2023, compared to +3.0% at 5th April 2022.

These increases are directly linked to successes in recruiting more female new drivers in recent years. As these drivers progress through to the established rates of pay, the gap will inherently close.

Bonus Pay Proportion



Bonuses are paid to qualifying driving staff, the majority of bonuses are The Road Operators Safety Council (ROSCO) payments and a smaller number of payments under TUPE rules. ROSCO awards provide an opportunity to recognise excellence and encourage road safety.

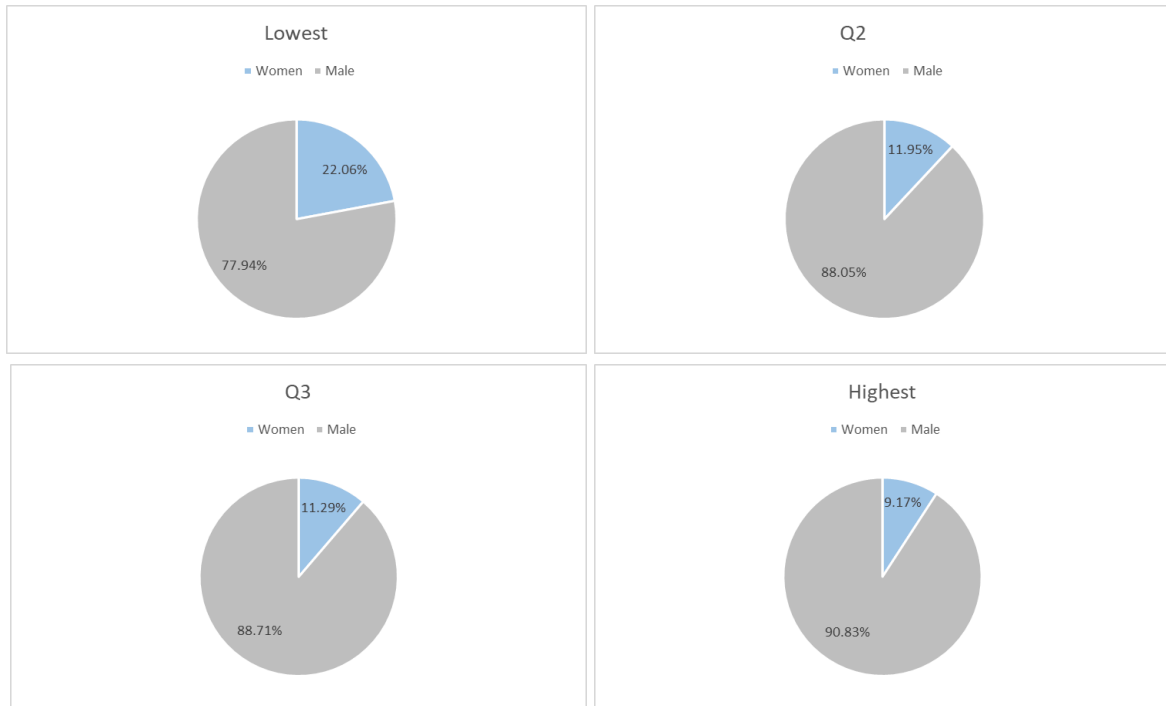
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Drivers who stay free from avoidable collisions, injuries and road traffic convictions during a period of 12 months are eligible, provided they have completed at least 40 weeks' driving. Overall, 31.53% (2022: 39.34%) of female staff received a bonus, compared with 44.41% (2022: 47.86%) of males.

Pay Quartiles by Gender

The charts below highlight gender distribution across four equally sized quartiles each containing 611 colleagues.



The gender splits in the quartile bands are broadly representative of our overall male to female ratio. The number of females in the lowest quartile has increased from 14.99% in 2022 to 22.06% in 2023 with a slight increase in the second quartile from 11.80% in 2022 to 11.95% in 2023, reflecting an increase in the proportion of female drivers with greater than two years' service. TUPE rules apart, all drivers move on to a higher rate of pay (the establishment rate) after completing two years of service which has resulted in an increase in female representation in higher quartiles following increased recruitment of female drivers in recent year.

The lesser representation of women in the upper quartile is as expected given the industry has predominately been male dominated across all roles, especially at higher levels falling within the operational function, general management, and engineering disciplines.

The number of females in the highest quartile has increased from 6.44% in 2022 to 9.17% in 2023. In the medium-term we expect there to be a more even split across the quartiles with a further shift of female drivers on to the established rate.

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We recognise that women are under-represented in general across Abellio London Bus and have continued to redress the balance wherever possible. We will continue to try and understand what the barriers are to female employees applying and/or progressing through all levels within the business. The business is a founding member of Women in Bus and Coach, our Operations & HR Director is a Director on the Board there, demonstrating the importance we place on driving better diversity at all levels of the business. It is encouraging to see the % of female colleague rising, as we want to be truly reflective of the communities we serve and to ensure we have the right people in all rooms to drive the business forwards.

I confirm that this report is accurate.

A handwritten signature in black ink, appearing to read "Jon Eardley".

Jon Eardley Managing
Director Abellio
London Bus