

Gender Pay Report 2018



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

We at Abellio 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 at 5th April 2018, using the standard methodologies stipulated in the Regulations and with reference to ACAS guidelines.

Pay & Bonus Gap

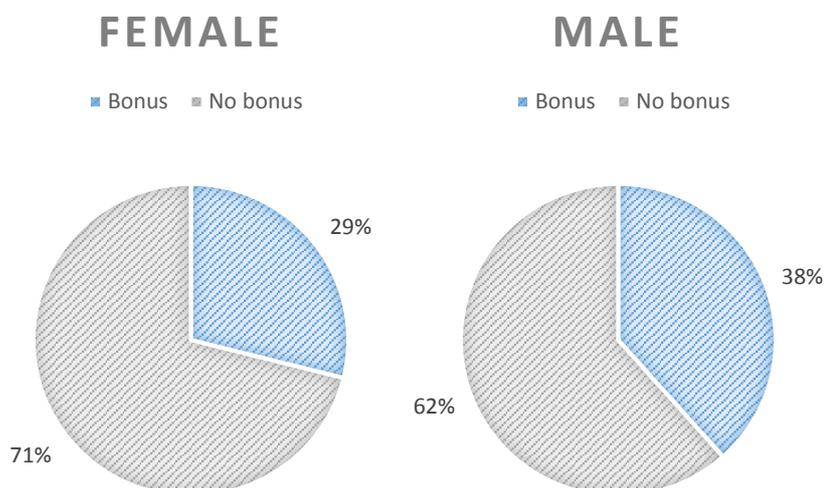
The below table shows overall mean and median gender pay gap data based on hourly rates of pay as at 5th April 2018. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2018.

Difference Between Men and Women		
	Mean	Median
Hourly Rate	1.84%	0.76%
Bonus	-75.88%	0.00%

The movement in the mean from -1.68% as at 5th April 2017 to +1.84% as at 5th April 2018 is caused by a significant increase in the number of zero-hour contractors in 2018 compared to 2017. On a like for like basis, the mean hourly rate would have been -0.78% as at 5th April. Similarly the movement in the median from +0.42% to +0.76% would have been +0.48% on a like for like basis.

In the year to 5th April 2018, 16% of females were eligible for a bonus compared to 4% of males due to the higher proportion of females occupying management roles within the business, and accounts for the mean difference.

Bonus Pay Proportion



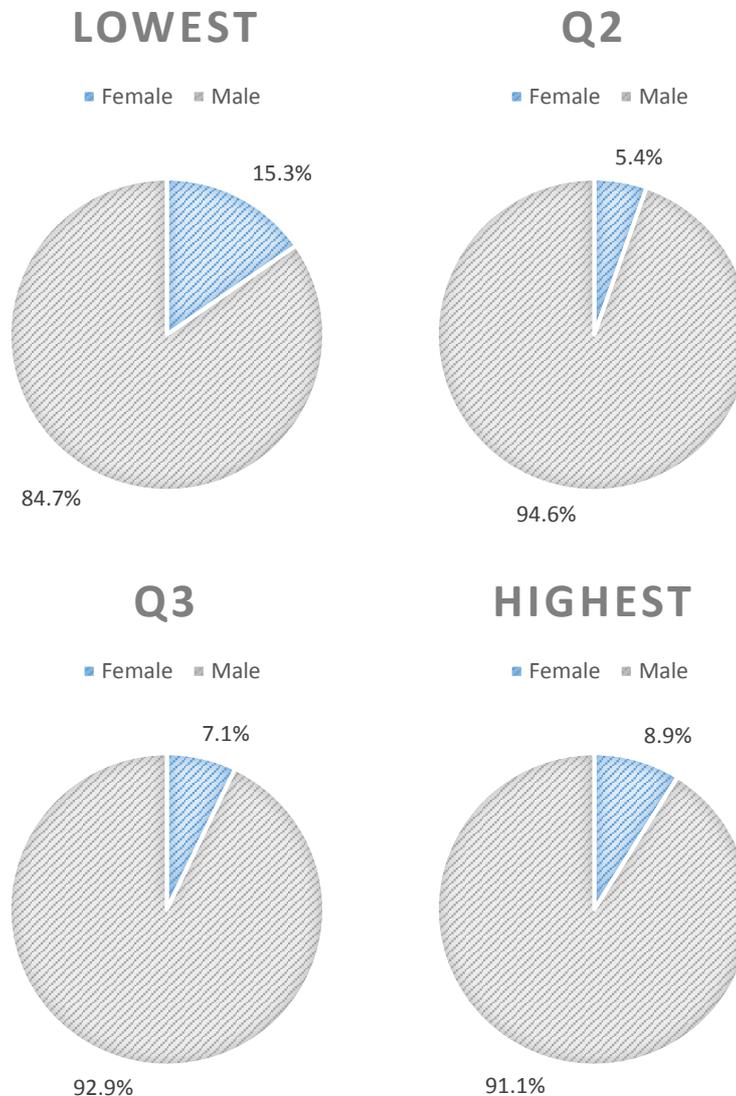
The majority of bonuses are The Road Operators Safety Council (ROSCO) payments and a smaller number of payments under TUPE rules. ROSCO awards provide an opportunity to recognise excellence and encourage road safety. Drivers who stay free from accident and road traffic convictions during a period of 12 months are eligible, provided they have completed at least 40 weeks' driving.

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Pay Quartiles by Gender

The charts below highlight gender distribution across four equally sized quartiles each containing 574 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 8.9% in 2017 to 15.3% in 2018, with this shift being directly driven by our desire to recruit more females into Abellio Bus. TUPE rules apart, all drivers move on to a higher rate of pay (the establishment rate) after completing two years of service. 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. In the medium term we expect there to be a more even split across the quartiles with a shift of female drivers on to the establishment rate.

We recognise that women are under-represented in general across Abellio Bus and have continued to redress the balance wherever possible, in particular at middle/senior management levels of which females make up 17% of the population. We will continue to try and understand what the barriers are to female employees applying and/or progressing through all levels within the business.

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I confirm that this report is accurate.

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

Tony Wilson
Managing Director
Abellio Bus