

## Gender Pay Report 2023 - 24

### Gender Pay Reporting

The gender pay gap (GPG) is the difference in average gross hourly earnings between women and men. It is based on salaries paid directly to employees before income tax and social security contributions are deducted. Employers are prohibited from paying women less than men for the same job. Although unequal pay is illegal, the GPG – the percentage difference between the average hourly earnings for men and women – persists. The government now requires British companies with more than 250 employees to publish their GPG data.

Since changes to the Equality Act came into force in April 2017, companies with more than 250 employees have been legally required to report their GPG figures by the end of the financial year. Organisations must also reveal the proportion of men and women who receive financial bonuses. Trackwork's Gender Pay Report measures the difference in the average pay between all male employees and all female employees irrespective of the job they do. The report does not measure the difference between men & women who carry out the same jobs, similar jobs or work of equal value – This is covered in equal pay legislation.

### Understanding Gender Pay Gap

The GPG data that we have reported provides a basic understanding of what the gender pay balance looks like within our organisation. The rail industry has historically been male dominated, particularly within the rail engineering disciplines. Currently our workforce is made up of 87% men and 13% women. This historic under representation of females is the main reason for a GPG.

### Addressing the Gender Pay Gap

Whilst we understand that our GPG is comparable with our industry peers, we are committed to reducing the gap. Our ability to address the imbalance is reliant on being able to attract equal numbers of male & female applicants to available roles. We have reviewed our HR related policies and have assured fairness in our maternity, paternity and shared paternal leave arrangements. Our Company Secretary, Gail Rusling is appointed to identify and champion Equality, Diversity and Inclusion initiatives across the business.

### Our Commitment

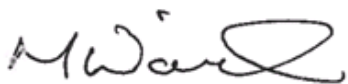
We are making a commitment and taking a stand, to ensure that our workplaces are fairer, inclusive and a place where everyone is respected. We recognise the urgent need to retain the valuable experience we have and to attract and recruit from the full pool of UK talent, including those groups

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who have traditionally been under represented in our sector. We recognise that diversity of talent makes a positive contribution to our organisation.

We are committed to creating a diverse and inclusive environment for all those we work with including our dedicated workforce, our supply chain, our clients and stakeholders.

We understand that a diverse workforce is key to the future of our business and will ensure every one of our current and future employees feel welcome, valued and respected and are motivated to perform at their personal best. We will endeavour to create high performing teams by bringing together different opinions and perspectives to deliver better solutions for our clients and opportunities for our organisation.

A handwritten signature in black ink, appearing to read "M Waind". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Mark Waind, Managing Director

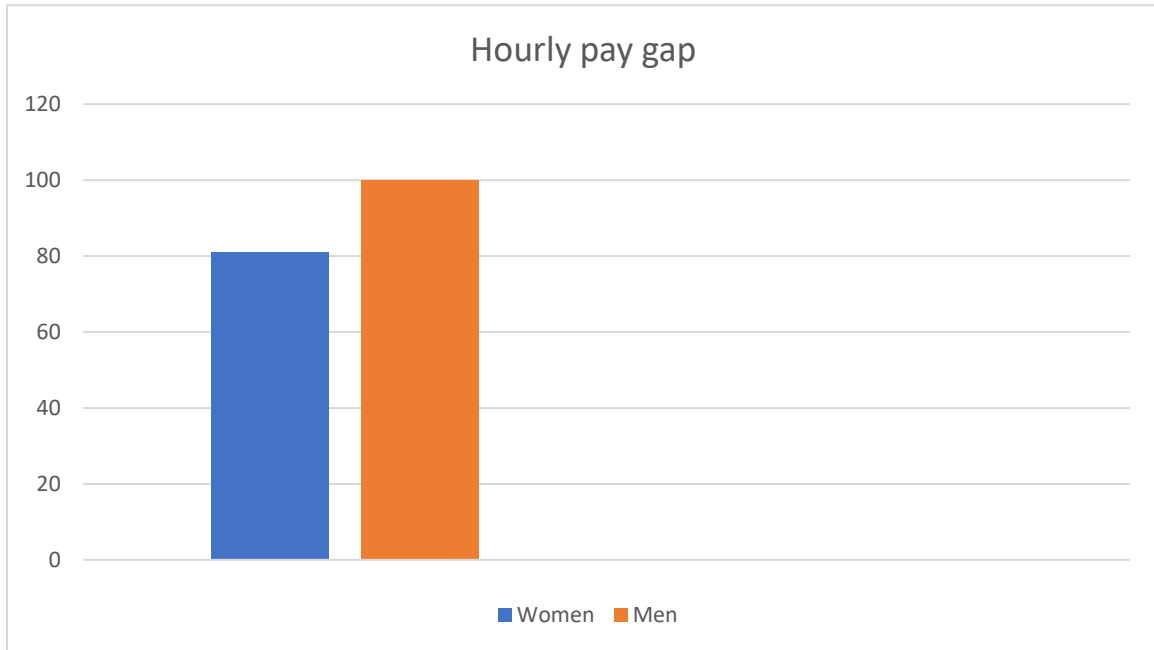
### **GPG Data**

#### **Hourly pay gap**

In this organisation, women earn 93p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 19% lower than men.

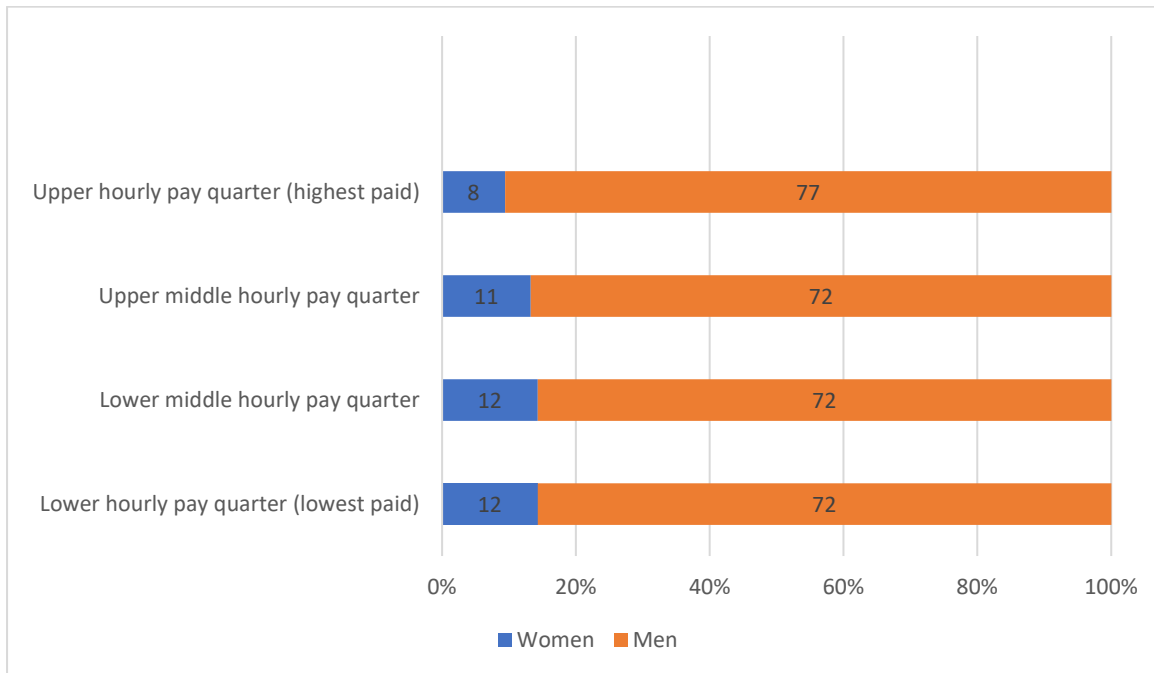
The median GPG figure is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid. The mean GPG figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

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## The percentage of women in each pay quarter

Pay quarters give an indication of women's representation at different levels of the organisation. In this organisation, women occupy 8% of the highest paid jobs and 14% of the lowest paid jobs.



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### Bonus pay gap

In this organisation, women earn 47p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 55% lower than men. When comparing mean (average) bonus pay, women's mean bonus pay is 79% lower than men. 59% of women and 40% of men received a bonus.

