

Our 2017 Gender Pay Gap Report

GB Railfreight is committed to providing an inclusive and diverse workforce to ensure the sustainability and continued growth of the business.

Companies with 250 employees or more will publish details of their gender pay gap on 4th April 2018.

Gender pay is the difference in the average pay of all men and women across an organisation. Gender pay is different to equal pay which deals with paying men and women differently for carrying out the same or comparable work. Within GB Railfreight we are committed to ensuring equal pay for equal work.

At GB Railfreight we recognise that we operate in an industry where traditionally there has been an under-representation of females particularly in operational roles, with few females aspiring towards a career as a train driver. The Department for Transport reported that in 2016, women represented just 20% of the rail industry. We want to improve the perception of UK rail freight and are working with a number of companies in the rail sector to understand how we make careers in rail more attractive to females.

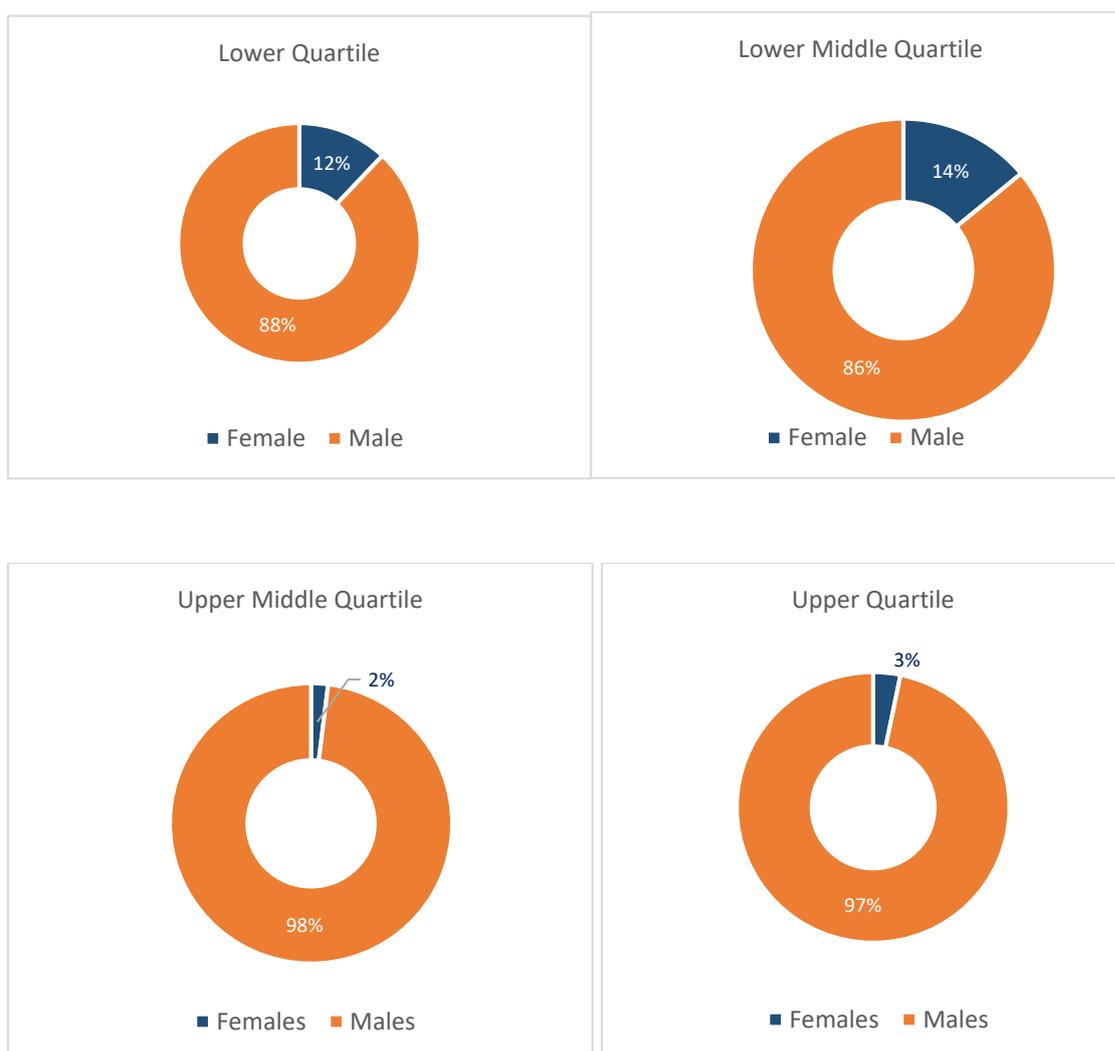
Mean and median pay and bonus gap

	Mean	Median
Hourly Pay	21%	31%
Bonus Pay	46%	91%

Our analysis shows that the overall difference between men and women's pay at GB Railfreight is 21% (mean) and 31% (median) based on hourly rates of pay at the snapshot dates of 5th April 2017. The Equalities Office estimates the UK gender pay gap to be 18%. Thus, our gender pay gap is higher than the UK average and is primarily attributable to the structure of our workforce; with females representing just 8% of the total workforce at GB Railfreight. Fundamentally, we have a representation issue.

Whilst all employees are eligible for a bonus, the under-representation of females in senior management positions means the average bonus amount for men is higher than that for women.

Pay quartiles



This data supports the view that our gender pay gap is primarily a result of the high concentration of males in Train Manager (Train Driver) positions and few females in senior management roles.

Proportion of employees receiving a bonus payment

Bonus payments are based on Company performance within a financial year. All those employed by the Company at the end of the 2016 financial year were eligible for a bonus. The difference in the percentage figures is indicative of the number of staff who joined the business after the end of the financial year.



97%



94%

Our plan to reduce the gap

The steps we will be taking over the next year to reduce our gender pay gap are as follows:

Recruitment – Review of recruitment processes; historically we have had limited applications from females for train crew positions. We will seek to gain a better understanding as to the reasons behind the limited interest in these roles, in the hope that this knowledge will enable us to make the roles more attractive to females.

Succession Planning – Considering gender when reviewing our succession plans and key leadership roles across the business. Plans to attract and recruit more females increases the talent pool of women to develop into top positions. Looking at how we can remove barriers and support females to reach senior positions and then retain them through a mentor/ coaching scheme.

Increase Industry Awareness – Promoting the industry to females. Engaging with schools to change the perception and encourage more females to consider careers in rail. Working in partnership with 'Women in Rail' to champion the industry and raise the profile of women in freight.

We know it will take time to improve our gender pay gap, however, our senior leadership team are fully supportive of the above measures and will be working with the business to improve the gender imbalance.

On behalf of the Board of Directors, I confirm the data reported is accurate.



Karl Goulding-Davis, Finance Director

