

GENDER PAY GAP REPORT 2025



IMPROVING DIVERSITY IN THE SECTOR

At GB Railfreight, we are committed to increasing the number of women at all levels across the business, ensuring that all staff are paid equally for the roles they perform, and continuing to make the business a more attractive place to work for everyone.

I'm delighted to say that, across the reporting period, we have made meaningful progress. We have taken a significant step forward by appointing our first female directors and reducing both the mean and median gender pay gap within the business.

Female representation within GB Railfreight is currently 11.85% and we are keen to increase this at all levels across the organisation. In this report, we outline further initiatives that we will introduce to encourage a more balanced representation of men and women across the business.

There may not always be continuous improvement, and we acknowledge that our gender pay gap will fluctuate over time.

However, it is welcome news that the actions we have taken to date are beginning to take effect.

I confirm the gender pay gap data contained in this report is accurate as of 5 April 2025.



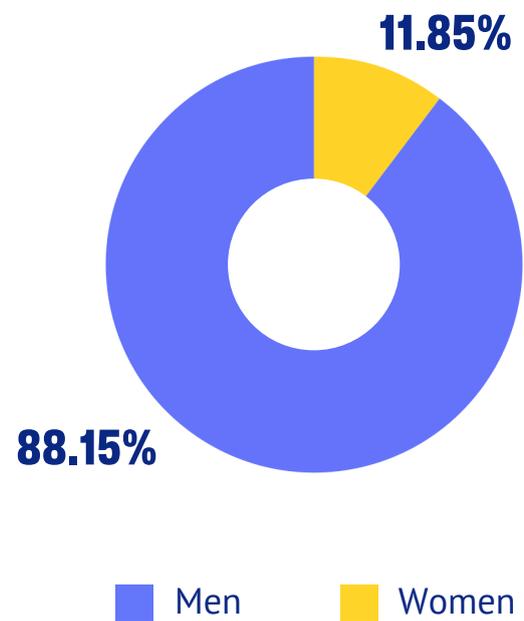
John Smith
Chief Executive Officer

GB Railfreight

HEADCOUNT

As of 5 April 2025, the total headcount of GB Railfreight (GBRf) across office and train crew totalled 1317 staff. We had 402 office-based staff and 898 in operational roles. Over the last 12 months, the female percentage of our workforce has increased slightly from 11.24% in 2024 to 11.85%.

STAFF PROPORTIONS BY GENDER



GENDER PAY GAP SUMMARY

This report details our Gender Pay Gap 2025, based on data from 1 April 2024 to 31 March 2025:

22.97%

MEAN (AVERAGE) GENDER PAY GAP

The mean difference is the difference in average hourly pay; adding all pay rates together and dividing by the total number of people.

We have successfully decreased our mean gap by 1.88 percentage points from last year's report.

35.97%

MEDIAN (MID-POINT) GENDER PAY GAP

The median difference is the difference in hourly pay between the middle-paid male and female employees.

This would be the person at the mid-point if you were to line all employees up from low to high pay.

The median is the most representative measure as it stops a small amount of very high or low salaries skewing the results.

We have successfully decreased our median pay gap by 2.45 percentage points from last year's report.



BONUSES

In the event of strong business performance and subject to Board discretion, we operate a bonus scheme that is paid to all staff, providing that they are not on their notice period as at the cut-off date. On average across the business, female employees received higher bonus payments than males.

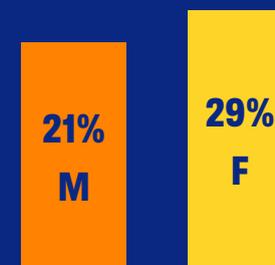
21.97%

MEAN (AVERAGE) BONUS GAP

0%

MEDIAN (MID-POINT) BONUS GAP

PROPORTION OF STAFF RECEIVING BONUSES



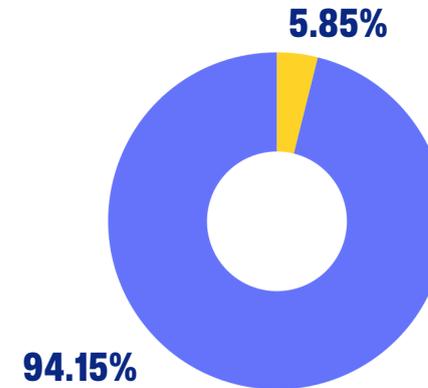


QUARTILES

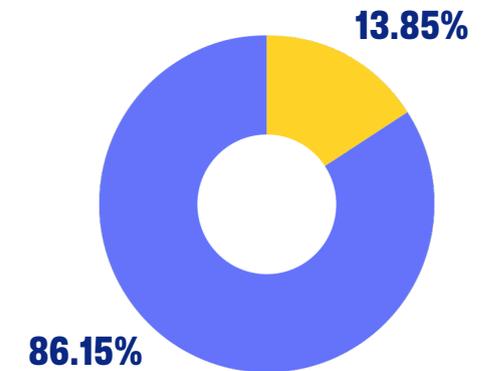
To establish quartiles, pay had been split into four equal sections from the lower to the highest hourly rates.

The quartiles compare pay between women and men, with the percentage proportions of women being one of the drivers of the gap.

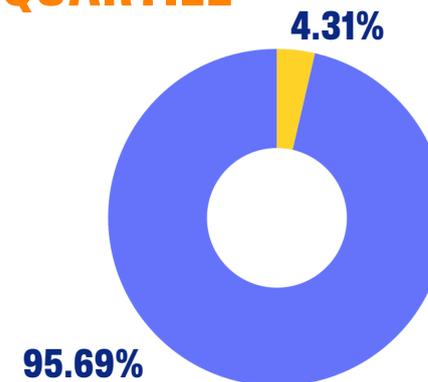
UPPER QUARTILE



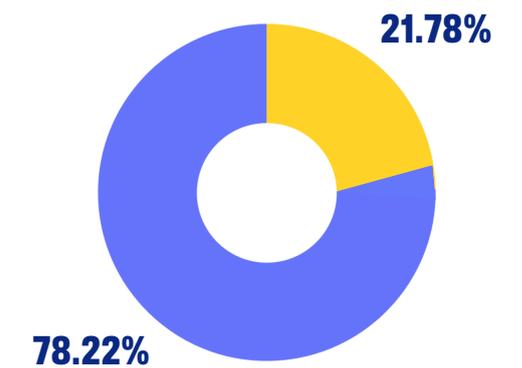
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



LOWER QUARTILE



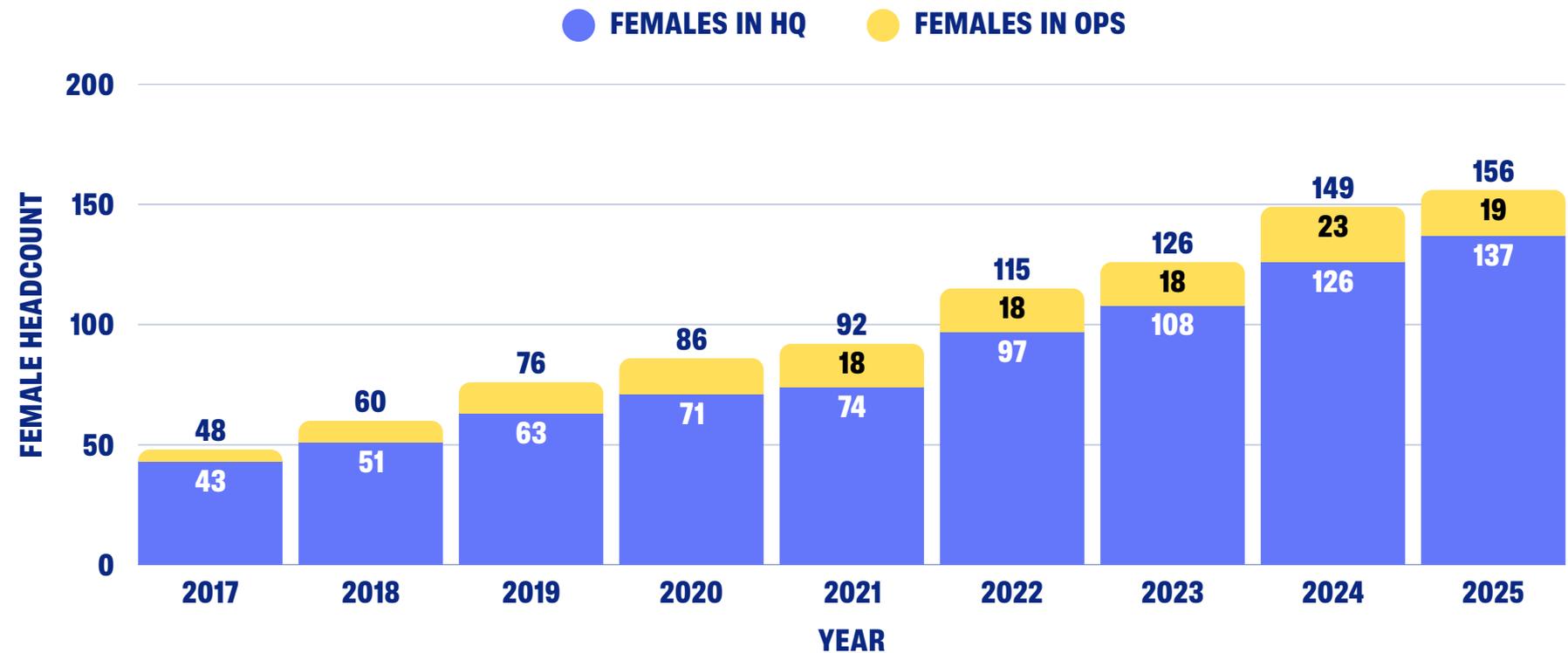
■ Men ■ Women

TOTAL FEMALE REPRESENTATION

Since we began reporting our Gender Pay Gap in 2017, the number of women employed in our workforce has risen year on year.

We're committed to creating opportunities for all and ensuring that GB Railfreight is a place where women can lead, innovate and succeed.

The document sets out some initiatives we are looking to commence in 2026 to ensure we can continue to attract females to all roles across the business.



OUR PLAN TO REDUCE THE GENDER PAY GAP

OVER THE NEXT 18 MONTHS

We will aim to:

- Strengthening inclusive recruitment by ensuring all job descriptions are gender-neutral and free from bias;
- Highlight and celebrate the achievements of women across the business to support visibility and inspiration;
- Introduce mandatory interview and selection training for all line managers to promote consistent, fair and inclusive hiring practices.

IN THE NEXT FIVE YEARS

We have a five-year focus to strengthen representation and progression of females across the organisation through:

- Targeted development initiatives;
- Enhanced leadership programmes;
- Increased attraction of women into operational roles.



GB Railfreight