



Trenitalia c2c
Gender Pay Report

2017-18 Reporting Year

c2c

Introduction

Trenitalia c2c is responsible for running the Essex Thameside Railway Franchise, running operations between Shoeburyness in South Essex to Fenchurch Street in the City of London.

We directly employ 680 employees (at the time of writing) of which 81% are employed in an operational capacity.

Overall, **24.9% of our workforce is female** (at the time of writing). Historically, the sector has seen employment dominated by males, in part due to high representation in operational roles such as Train Drivers (94.3%), whereas 35% of our management positions are occupied by females.

Our Gender Pay Gap is **19% (Mean), 22% (Median)**.

What's measured in this report?

- 1. Gender Pay Gap - Mean and Median**
- 2. Bonus Gender Pay Gap – Mean and Median**
- 3. Proportion of Males and Females receiving a Bonus**
- 4. Proportion of Males and Females in quartile pay bands**

Gender Pay Gap

Our Gender Pay gap for the reporting year 2017-18 is **19% (Mean) & 22% (Median)**.

This is comparable with other Train Operating Companies where the workforce across the industry has been historically male-dominated. High male representation in higher paid roles such as that of Train Driver (95.3% male as at Snapshot date) is one of the main factors in the current gap.

Whilst female representation in our Senior Management grades (and above) is rising, it is still under-represented (28.3% at Snapshot date) although this is reflective of the gender distribution of the overall workforce. The higher proportion of males employees in these grades contributes to the overall gap.



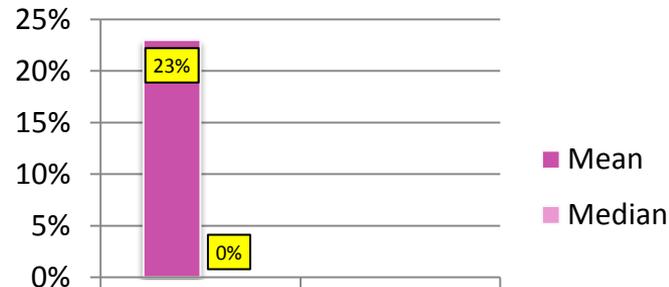
Bonus Gender Pay Gap

2. Bonus Gender Pay Gap & 3. Proportion of Males and Females receiving a bonus

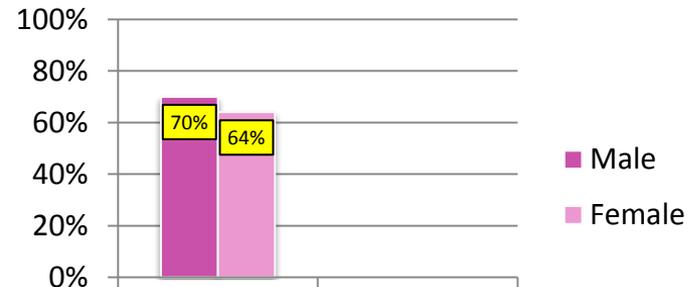
Our Bonus Gender Pay gap for the reporting year 2017-18 is **23% (Mean)** & **0% (Median)**. Where bonus data for part-timers is not adjusted to represent a full-time equivalent, this has an impact on the Mean % Gap.

At the snapshot date, 32% of the female workforce were employed on Part-Time contracts in comparison to just 9.3% of males. We have a high bonus eligibility rate across our workforce, which is represented in a high percentage of those eventually receiving a bonus. The proportion is impacted by factors such as eligibility (start date of employment).

Bonus Gender Pay Gap



Proportion of Males and Females receiving a bonus

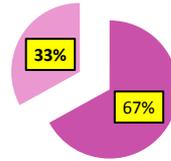


Proportion of Males and Females in each quartile pay band

The overall proportion of females in the relative quartiles are in line with the general causes of the existing gap as previously detailed.

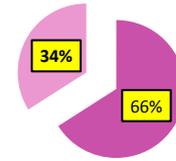
Higher male representation in Senior Management grades (and above) and a male dominated workforce in the Driver grade is represented in low female representation in the Upper quartiles.

Lower quartile



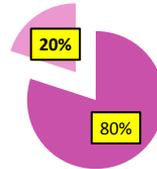
■ Male ■ Female

Lower middle quartile



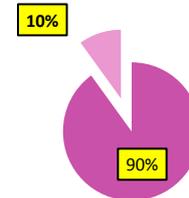
■ Male ■ Female

Upper middle quartile



■ Male ■ Female

Upper quartile



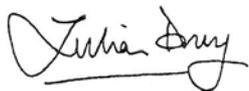
■ Male ■ Female

Addressing the Gap

- Through our recruitment practices, we continue seek to attract more women into considering careers within the Railway industry and into technical roles that tend to be higher paid and historically under-represented.
- Nurture female talent within the business to support opportunities for progression into senior management roles and technical roles.
- Look at where we can offer increased flexible working opportunities in technical roles to increase the potential for attracting female talent.

I confirm that this statement is true to the best of my knowledge and belief.

Signed:

A handwritten signature in black ink that reads "Julian Drury". The signature is written in a cursive style with a horizontal line underneath the name.

Julian Drury
Managing Director – Trenitalia c2c