

Trenitalia c2c

Gender Pay Report 2018-19

Snapshot Date 05.04.2018

c2c

Introduction

c2c is a wholly owned subsidiary of Trenitalia – the passenger rail arm of FS Italiane Group. c2c operates passenger rail services between Shoeburyness in South Essex to Fenchurch Street in the City of London.

We directly employ 699 employees (at the time of writing) of which 83% are employed in an operational capacity.

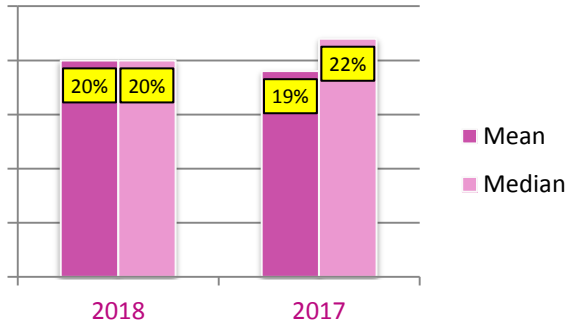
*Our Gender Pay Gap as of 05 April 2018 is **20% (Mean), 20% (Median).***

What's measured in this report?

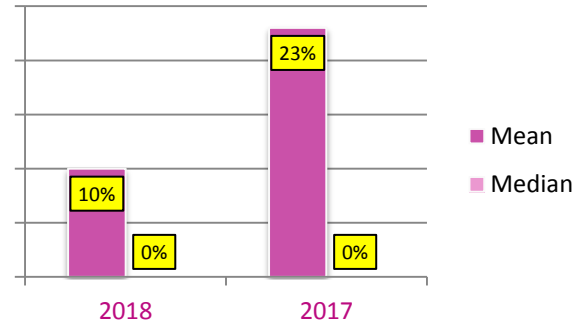
- 1. Gender Pay Gap - Mean and Median**
- 2. Bonus Gender Pay Gap – Mean and Median**
- 3. Proportion of Males and Females receiving a Bonus**
- 4. Proportion of Males and Females in quartile pay bands**

Our Gender Pay Gap 2018-19

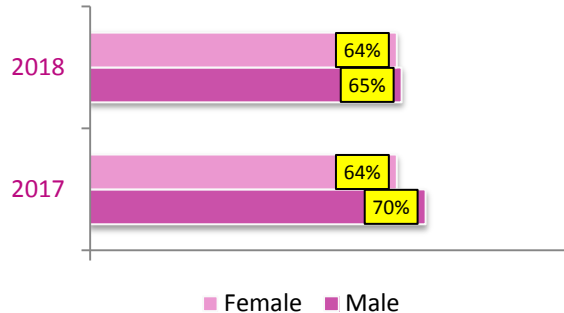
Gender Pay Gap



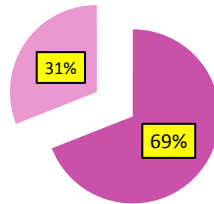
Bonus Gender Pay Gap



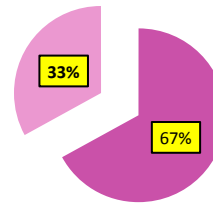
Proportion of M/F receiving a bonus



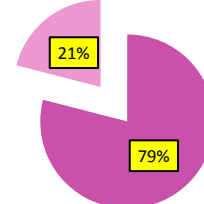
Lower quartile



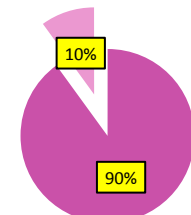
Lower Middle quartile



Upper Middle quartile



Upper quartile

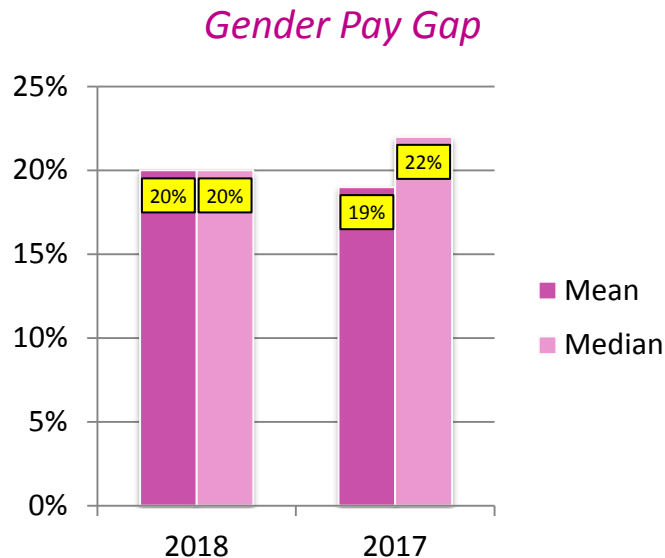


Gender Pay Gap

Our Gender Pay gap for the reporting year ending 05 April 2018 is **20% (Mean) & 20% (Median)**.

c2c like many other Train Operating Companies, sees high male representation in higher paid roles such as the role of Mainline Train Driver (94.6%) which contributes significantly to our existing gender pay gap.

Another contributing factor remains female representation in Senior Management positions (23.5% at Snapshot date). Since 2014, female representation in this area has increased from 11.6% (Jan 2014) but whilst this is reflective of the overall gender distribution of the workforce, the gender imbalance in these roles will continue to impact on our gender pay figures.



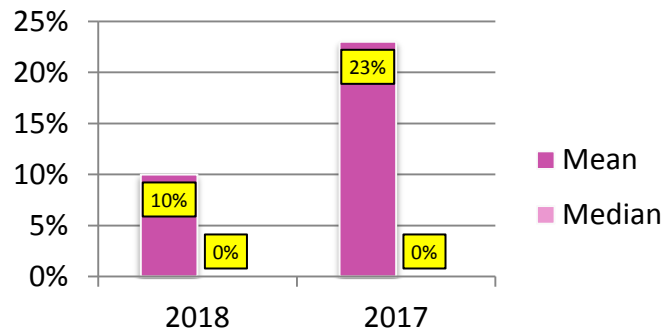
Bonus Gender Pay Gap

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

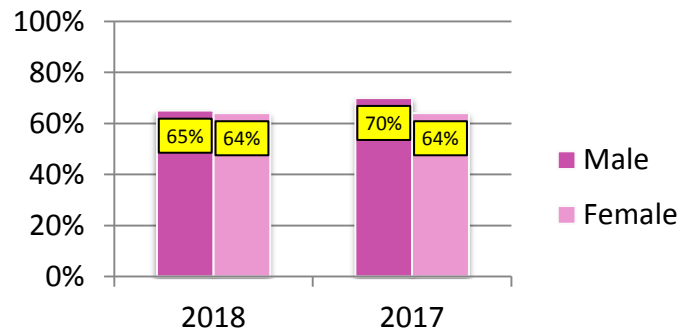
Our Bonus Gender Pay gap for the reporting year 2018 is **10% (Mean)** & **0% (Median)**. Where bonus data for part-timers is not adjusted to represent a full-time equivalent, this has an impact on the Mean % Gap.

At the snapshot date, 29% of the female workforce were employed on Part-Time contracts in comparison to just 10% 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

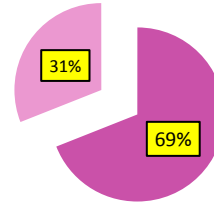


Proportion of Males and Females in each quartile pay band

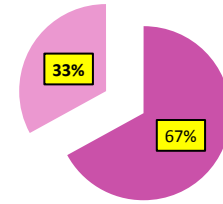
The overall proportion of females in the relative quartiles are in line with the general causes of the existing gap as previously detailed.

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.

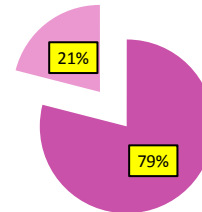
Lower quartile



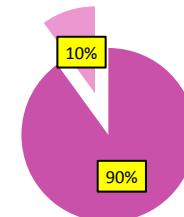
Lower Middle quartile



Upper Middle quartile



Upper quartile



Addressing the Gap

- **Promoting careers within the Railway industry** by building on partnerships with local colleges, we hope to promote the Railway industry as a viable career consideration to address an historical gender imbalance within the industry.
- **Continue to nurture female talent within the business** to support opportunities for progression into senior management roles and technical roles.
- **Increased flexible working opportunities in technical roles to increase the potential for attracting female talent.** We've recently agreed part-time working to be introduced for Mainline Train Driver roles. c2c is optimistic that increased flexibility within this grade may attract interest from those who may not have considered this role previously.

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

Signed:

Rob Taylor

Rob Taylor
Finance Director – Trenitalia c2c



Trenitalia c2c Limited

2nd Floor, Cutlers Court, 115 Houndsditch, London EC3A 7BR

Tel: 0330 109 8100

www.c2c-online.co.uk

Company number: 07897267

c2c