

Trenitalia c2c

Gender Pay Report 2024-25

Snapshot Date 05.04.2025

Summary

Introduction

Data in this report is presented on the snapshot date of 5th April 2025.

At that time, Trenitalia c2c ("c2c") was a wholly owned subsidiary of Trenitalia UK, 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.

On the snapshot date, c2c had 741 direct employees of which 71% are employed in an operational capacity, while the rest in the management roles.

The participation of females in our workforce is as follows:

- 26% of total workforce (25% in the previous year)
- 22% of operational roles (21% in the previous year)
- 33% of management roles (29% in the previous year)

The rail industry has been historically dominated by male employees. We continue to implement initiatives with the aim to increase female participation in our teams, with some visible success last year in the overall recruitment numbers where 34% of our new joiners were women (vs 26% of total workforce) and the management roles as highlighted above.

Contents

The following data is presented in this report:

- Gender pay gaps in hourly pay measured by mean and median
- Gender bonus pay gaps measure by mean and median
- Proportion of men and women receiving a bonus
- Proportion of men and women employees in each pay quartile

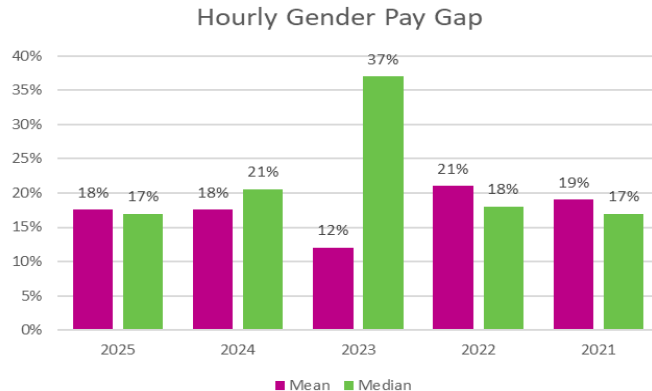
Main gender pay gap figures

- Women earned 83p for every £1 that men earned (comparing median hourly pay)
- Women made up 13% of employees in the highest paid quarter, and 35% of employees in the lowest paid quarter
- 32% of women received bonus pay, compared with 46% of men
- Women's bonus pay was 47% higher than men's (comparing median bonus pay)

Hourly Gender Pay Gap

Methodology

- The hourly gender pay gap is measured with the following two indicators:
 - Median: pay value for a man/woman in the middle of a list of hourly pay, ordered from highest to lowest paid and
 - Mean (average): pay value received from adding up all the hourly pay numbers and dividing the result by how many numbers were in the list



Figures and Analysis

- Women's median hourly pay was 17% lower than men's, which means they earned 83p for every £1 that men earn when comparing median hourly pay. The hourly pay gap has slightly narrowed in comparison to the previous year when women earned 79p for every £1 that men earned.
- Women's mean (average) hourly pay was 18% lower than men's, and the gap measured by this indicator as remained at previous year's level.
- The workforce across the rail industry continues to be male-dominated. Significant male representation in high pay operational roles such as Train Driver (87% out of 252 total) continue to be the main factors impacting the pay gap.
- While female representation in our Management roles has been increasing, at 33% women are still under-represented at the senior levels with higher remuneration which further contributes to the pay gap.

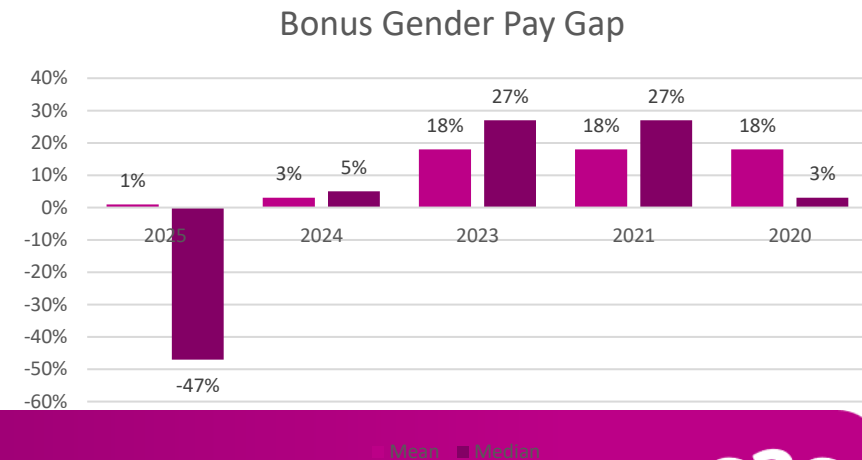
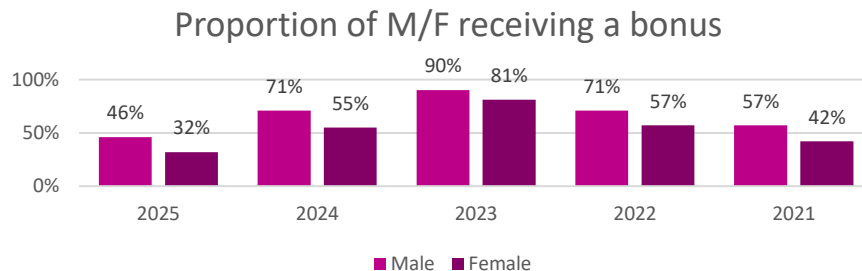
Bonus Gender Pay Gap

Methodology

- The bonus gender pay gap is measured with the mean and median bonus values, as well as the proportion of male and female employees receiving a bonus.

Results and Analysis

- 32% of women and 46% of men received bonus pay. The proportion of staff receiving bonus has decreased in comparison with the previous year when these values were at 55% and 71% respectively. The overall drop in bonus payments was affected by factors such as eligibility (employment start date, attendance, or performance) and reduction in discretionary management bonus which was paid in the previous year.
- While women's mean (average) bonus pay was almost equal to this of men (only 1% difference), women's median bonus pay was 47% higher than men's. This means that females earned £1.47 bonus for every £1 that men earned when comparing median bonus pay, while the previous year it was the equivalent of 95p to £1.
- The overall number of females who achieved bonus decreased from 99 last year to 63 this year. With the bonus awarded for higher grades and increase of females in the management roles, the bonus pay gap measured by median has been affected in such a significant manner.



Mean Median

Hourly pay quarters

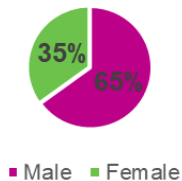
Methodology

Pay quarters show the percentage of men and women employees in equally-sized groups based on their hourly pay. Pay quarters give an indication of women's representation at different levels of the organisation.

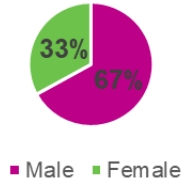
Results and Analysis

- Women made up the following proportion of the employees in the four pay quarters:
 - 13% in the upper pay quarter which reflects highest pay jobs (10% previous year)
 - 24% in the upper middle pay quarter (no change to the previous year)
 - 33% in the lower middle pay quarter (26% previous year)
 - 35% in the lower pay quarter which reflects lowest paid jobs (38% previous year)
- Female participation has increased in the upper and lower middle pay quarters, which reflects more women not only in the management grades but also operational roles.

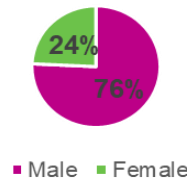
Lower Quarter



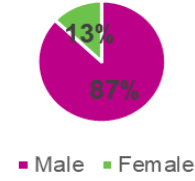
Lower Middle Quarter



Upper Middle Quarter



Upper Quarter



Addressing the gap

c2c has been undertaking the following initiatives to promote women's participation in the workforce and to address the gender pay gap:

- Work with “Women in Rail” groups on social media to attract more female applicants
- Review job adverts and job descriptions to use more inclusive language
- Update people policies and deliver policy training to create a more inclusive workplace culture with the aim to encourage women stay and progress
- Deliver Menopause Champion Training and create Menopause Champions in the business
- Promote and support Internal Women’s Day where the contribution of women is celebrated
- Reaffirm c2c's commitment to creating a safer railway for women and girls by supporting anti-sexual harassment campaign at Southend Central
- Use standard process for recruitment and promotions for all candidates – asking the same questions in a predetermined format and order, and grading the responses based on standardised criteria template to reduce the impact of unconscious bias
- Continue to explore and understand potential barriers in the company and industry preventing upwards social mobility of female colleagues

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

Signed:

Rob Mullen
Managing Director – Trenitalia c2c

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