

Gender Pay Gap Supporting Statement

With effect from 5th April 2017 an organization with more than 250 employees is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap is different to Equal Pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The Gender Pay Gap shows the differences in the average pay between men and women.

Each separate legal entity within a group structure, that has 250 or more employees, is required to calculate and publish their own Gender Pay Gap reports. Employees are all permanent employees including apprentices and those on a fixed term contract.

We are therefore reporting Gender Pay Gap data for;

- WRL which incorporates our businesses at Doncaster, Kilmarnock and Brush
- LH Group
- Bearward

The pay data used to obtain the calculations is from the pay bill of April 2017.

We are required to published the results by the 4th April 2018 on the Government website and on the Company's website.

Six calculations are required which will show the difference between the average earnings of men and women in the Company. The calculations are;

The mean gender pay gap

The median gender pay gap

The mean bonus gender pay gap

The median bonus gender pay gap

The proportion of males and females receiving a bonus payment

The proportion of males and females in each quartile pay band

These results are as a percentage and do not detail individual rates of pay.

WRL – Doncaster, Kilmarnock & Brush

94% Males 6% Females

- The Mean Gender Pay Gap - 11.5%
- The Median Gender Pay Gap - 16.6%
- The Mean Bonus Gender Pay Gap 65.5%
- The Median Bonus Gender Pay Gap 46.9%
- The Proportion of Males and Females Receiving a Bonus Payment 2.7% of men 7.5% of women
- The Proportion of Males and Females in Each Quartile Pay Band

	Male	Female
Lower	92.3%	7.7%
Lower middle	99.7%	0.3%
Upper middle	94.8%	5.2%
Upper	89.9%	10.1%

In WRL:

The majority of the workforce are men (94%).

The mean and median average hourly rates of pay for men are lower than the average hourly rate for women. This is due to a high proportion of men in semi-skilled and apprentice roles.

The average bonus payments made to men were significantly higher than those paid to women.

Looking at the spread of hourly rates of pay for men and women, women are represented more in the Lower and Upper quartiles.

LH GROUP

95% Males 5% Females

- The Mean Gender Pay Gap -5.2%
- The Median Gender Pay Gap 1.5%
- The Mean Bonus Gender Pay Gap 27.3%
- The Median Bonus Gender Pay Gap 3.3%
- The Proportion of Males and Females Receiving a Bonus Payment 2.5% of men 5.0% of women
- The Proportion of Males and Females in Each Quartile Pay Band

	Male	Female
Lower	92.7%	7.3%
Lower middle	96.9%	3.1%
Upper middle	96.8%	3.2%
Upper	92.8%	7.2%

At LH Group:

The majority of the workforce are men (95%)

The mean average hourly rate of pay for men is 5.2% lower than the hourly rate of pay for women. However, the median average shows that the hourly rate of pay for men is 1.5% higher than that of women.

The average bonus payments made were higher for men than for women. Looking at the spread of hourly rates of pay for men and women, women are represented fairly equally across the quartiles.

BEARWARD

82.5% Males 17.5% Females

- The Mean Gender Pay Gap 15.7%
- The Median Gender Pay Gap 9.9%
- The Mean Bonus Gender Pay Gap 23.5%
- The Median Bonus Gender Pay Gap -7.8%
- The Proportion of Males and Females Receiving a Bonus Payment 3.8% of men 2.2% of women
- The Proportion of Males and Females in Each Quartile Pay Band

	Male	Female
Lower	88.5%	11.5%
Lower middle	78.7%	21.3%
Upper middle	82.0%	18.0%
Upper	82.0%	18.0%

At Bearward:

The majority of the workforce are men (82.5%).

The mean and median average hourly rates of pay for men are higher than the average hourly rate for women.

The average bonus payments made to men were higher if the mean average is used. The median average bonus pay shows that women received a higher bonus payment.

Looking at the spread of hourly rates of pay for men and women, women are represented more in the top three quartiles.

In Summary

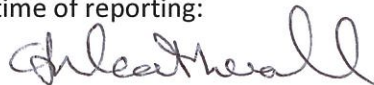
Across all 3 Legal entities, the workforce is predominantly male. Efforts should continue, to encourage female applicants to our industry sector, particularly at the apprentice stage.

The average hourly rate of pay for women across LH Group and WRL is higher than for men however at Bearward the figures show there is a gender pay gap of 10 – 16% depending on which average is used (mean or median).

There are generally larger bonus payments made to men which is mainly as a result of most senior positions being held by men.

Opportunities to attract and/or promote women into more senior positions should be part of a recruitment & retention strategy, across all three legal entities and the wider Wabtec Faiveley UK business.

This supporting statement confirms that the Gender Pay Gap published information is accurate at the time of reporting:



Chris Weatherall President Transit UK Group on behalf of Wabtec Faiveley UK