The **GENDER PAY GAP** is the difference in average pay between men and women in the workforce. The gender pay gap differs from equal pay as it is concerned with the differences in the average pay between men and women over a period of time no matter what their role is. **EQUAL PAY** deals with the pay differences between men and women who carry out the same or similar jobs.

RSSB HAS UNDERTAKEN A NUMBER OF INITIATIVES TO REDUCE THE PAY GAP AND WE ARE PLEASED WITH THE POSITIVE RESULTS.

The mean and median pay gap has reduced. The gap is driven by the number of female employees occupying senior positions. This reflects the national trend and the industry we operate in. The structure of our workforce also explains the difference in mean and median bonus gap. The method of bonus calculation is consistent for all employees who are eligible.

### GENDER PAY GAP 2019

<table>
<thead>
<tr>
<th>Published</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Snapshot Date</td>
<td>05-Apr-17</td>
<td>05-Apr-18</td>
</tr>
<tr>
<td>Mean Pay</td>
<td>25%</td>
<td>22%</td>
</tr>
<tr>
<td>Median Pay</td>
<td>26%</td>
<td>23%</td>
</tr>
<tr>
<td>Mean Bonus</td>
<td>34%</td>
<td>32%</td>
</tr>
<tr>
<td>Median Bonus</td>
<td>24%</td>
<td>28%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>% Receiving Bonus</th>
<th>Male</th>
<th>Female</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Workforce Split</td>
<td>89%</td>
<td>95%</td>
<td>88%</td>
<td>94%</td>
</tr>
<tr>
<td>Upper Quartile</td>
<td>54%</td>
<td>46%</td>
<td>56%</td>
<td>44%</td>
</tr>
<tr>
<td>Upper Middle Quartile</td>
<td>79%</td>
<td>21%</td>
<td>78%</td>
<td>22%</td>
</tr>
<tr>
<td>Lower Middle Quartile</td>
<td>63%</td>
<td>37%</td>
<td>66%</td>
<td>34%</td>
</tr>
<tr>
<td>Lower Quartile</td>
<td>48%</td>
<td>52%</td>
<td>51%</td>
<td>49%</td>
</tr>
</tbody>
</table>

The mean and median pay gap has reduced. The gap is driven by the number of female employees occupying senior positions. This reflects the national trend and the industry we operate in. The structure of our workforce also explains the difference in mean and median bonus gap. The method of bonus calculation is consistent for all employees who are eligible.
RSSB GENDER PAY GAP
Snapshot Date 05/04/2018

2019 Snapshot Date
05/04/2018

22% MEAN PAY
23% MEDIAN PAY
32% MEAN BONUS
28% MEDIAN BONUS

% Receiving Bonus
94% 88%

Total Workforce Split
44% 56%

Upper Quartile
22%
FEMALE
78%
MALE

Upper Middle Quartile
34%
FEMALE
66%
MALE

Lower Middle Quartile
49%
FEMALE
51%
MALE

Lower Quartile
51%
FEMALE
49%
MALE
RSSB recognises that a healthy work life balance is important to all our employees. Our unique role in the rail industry is conducive to diverse working practices and we are proud that approximately 20% of our workforce have an agreed flexible working arrangement with further informal arrangements agreed at a local level. Together with our generous family friendly policies, we are proud that all our employees who embarked on family leave in 2017 / 2018 have successfully returned. RSSB remains firmly committed to ensuring our employees continue to enjoy a healthy work life balance.

**Working Practices**

**Remuneration**

Our remuneration framework is gender neutral. All our roles are evaluated which eliminates gender bias. As a result, we are confident that both our male and female employees are paid at a similar level.

**Development**

We encourage continuous professional development for all our employees. Our planned activities for 2019 will strengthen our partnership with Women In Rail (WR). Our employees continue to participate in the WR mentoring programme both as mentors and mentees. This year we are also supporting WR’s Pro-Bono Fund which is aimed at new entrants or returners to the rail industry. We are pleased to be hosting a number of WR events, including the launch of the mentoring scheme, at our Central London offices.

**Diversity and Inclusion**

RSSB has two groups, Diversity and Inclusion Advisory Group and Women at RSSB. Looking at the broader diversity context, these groups are comprised of a cross section of our employees. By creating a space for these groups we aim to champion diversity initiatives and thereby build a more diverse and inclusive culture at RSSB.

**Recruitment**

RSSB continues to broaden our reach to attract and recruit a diverse workforce. Our approach to attracting talent is constantly evolving and we use professional job boards such as LinkedIn and WISE. We actively reach out to a diverse pool of talent to raise awareness of opportunities at RSSB. Our aspiration is to leverage RSSB’s unique position in the rail industry to promote diversity particularly in Technical and Engineering roles.