

gender pay gap

2017 report



intro

I'm pleased to present **trentbarton's** first report based on the UK's new gender pay reporting requirements. The transport industry has historical factors that have affected the composition of its workforce. However, over the past 20 years trentbarton has been committed to creating a culture that values and champions team members that put our customers' needs first, regardless of their gender or background. This has meant trentbarton has one of the most diverse teams in the transport industry.

Our mean gender pay gap of 11.38% is comfortably below the national average of 18.1%, but there is still work to do.

We are committed to improving diversity across the whole organisation, so we can better represent the communities we serve.



Jeff
managing director

what is the gender pay gap?

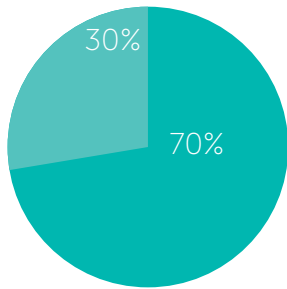
A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

It is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

pay quartiles

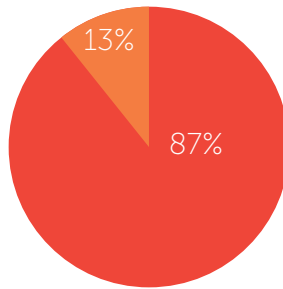
Under the relevant regulations, we are required to report on each employing entity within our group which has more than 250 UK employees.

1st quartile (lower)



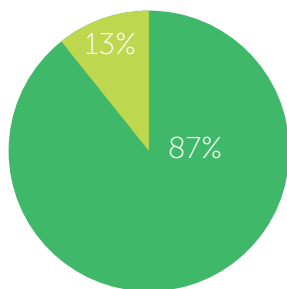
■ male ■ female

2nd quartile



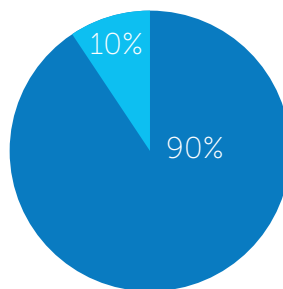
■ male ■ female

3rd quartile



■ male ■ female

4th quartile (upper)



■ male ■ female

Each quartile contained 252 team members.

11.38%

the **mean** average
gender pay gap
in trentbarton

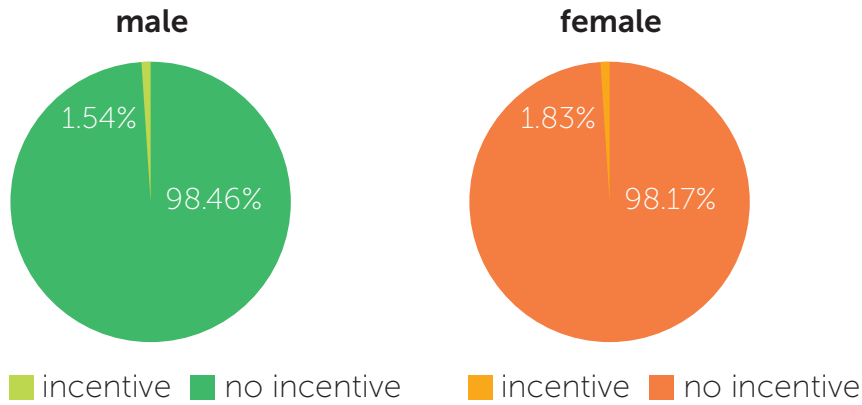
0.00%

the **median** average
gender pay gap
in trentbarton

Our gender pay gap can be directly linked to the gender split between men and women in every quartile rather than any difference in rate of pay. This can be evidenced by our median average is 0%.

incentive data

Some of our team receive incentives based on performance targets.



45.7%

the **mean** average of incentives paid in trentbarton

23.1%

the **median** average of incentives paid in trentbarton