

Bombardier Transportation UK Gender Pay Gap Report 2020

Rail is vital to our economy and society contributing a total gross value to the economy of £36.4 billion. Bombardier Transportation is a global leader in rail offering a portfolio ranging from complete transport systems to trains and signalling.

Bombardier Transportation is a leading solutions provider to the UK rail industry. With our main train design and manufacturing site at Derby, a signalling design and manufacturing site at Plymouth and services and other operations at a number of sites across Britain, we are the only company that designs, manufactures, tests and services trains in the UK, as well as providing export solutions.

We are committed to make working at Bombardier inclusive and accessible to all, but today some groups remain significantly under-represented, including women – a problem throughout the wider rail and engineering industry.

In publishing our gender pay report I can confirm that the data within it accurately reflects the Government’s regulatory requirements.

Changes since last year

Our mean (average) gender pay gap has increased to 6.6%, and our median (middle) gender pay gap has increased to 4.2%. This is disappointing and is mainly due to restructuring activities, however these figures are still significantly better than 2020's national median pay gap of full-time employees of 7.4% (source: ONS). We have increased the number of women in the upper middle quartiles and maintained a fairly even

spread of women in all quartiles. The majority of the bonuses paid were joiner bonuses for Graduate Trainees, so there is minimal difference between men and women. The proportion of women receiving a bonus slightly exceeds that of men.

We have maintained female representation at 12.6%, which is just slightly lower than last year's to 13.0% and shows that there is a lot more to do to improve female representation.

I am personally determined that we will continue to improve the gender balance, throughout the organisation. We continue to make efforts to attract more women into STEM careers, and subsequently into our business. Access routes are varied: apprenticeship and graduate career opportunities, transition programmes into rail, and job opportunities. We are proud supporters of Women in Rail, Women into Transportation and other programmes.

We continue to focus on what we need to do next as a company, driving positive culture change and an inclusive working environment.

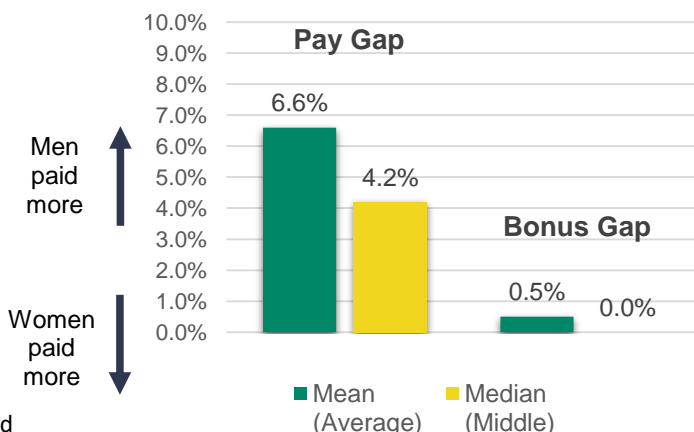


Nick Crossfield - Managing Director UK & Ireland

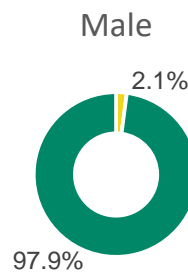
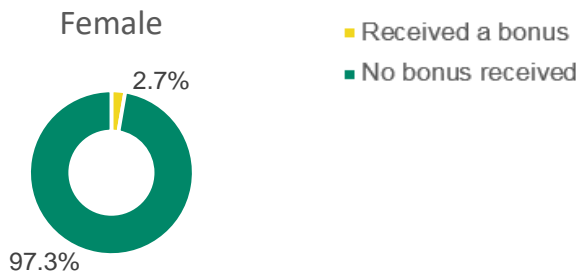
Gender pay and bonus pay

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	6.6%	4.2%
Gender Bonus Gap*	0.5%	0.0%

* In the period 6 April 2019 - 5 April 2020 very few bonuses were paid so the majority were joiner bonuses for Graduate Trainees. Therefore there is minimal difference between men and women.

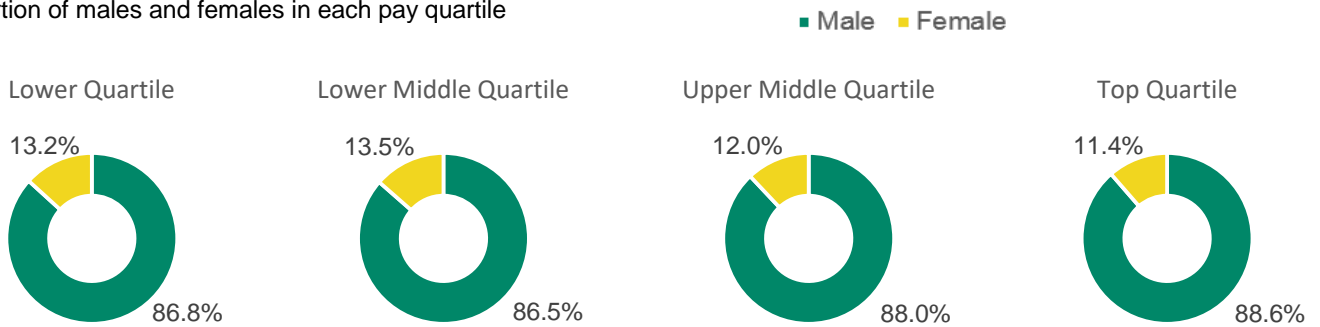


Proportion of employees receiving a bonus



Pay Quartiles

Proportion of males and females in each pay quartile



How we are making a difference:

Attract and retain the widest possible female talent pool.

- To attract more women into STEM careers.
- To introduce positive action to ensure that women are included on all shortlists for senior roles.
- Analyse the impact of processes on female employees.

Promote the Graduate and Apprenticeship programme.

Our 2019 intake of Graduate Trainees included 26% female trainees (it was 29% in 2018). We also recruited 10% female apprentices in the 2019 intake (it was 18% in 2018).

Develop and progress more women to senior leadership positions. We launched a mentoring programme for key female talents, supported by the business leadership team.

Reinforcing inclusion as a core Bombardier value.

We have set ourselves ambitious targets around our gender aims. These include increasing the number of women in leadership roles.

This Report has been approved by the Board of Bombardier Transportation UK Ltd on 23 SEPTEMBER 2021

Nick Crossfield
Managing Director UK & Ireland

James Gray
Director
Head of Human Resources, Bombardier Transportation UK



BOMBARDIER