

ALSTOM TRANSPORT UK LIMITED GENDER PAY REPORT 2017

We want to ensure Alstom is a welcoming and inclusive place to work as well as one that values differences and allows our people to be themselves. Our organisation's values of Team, Trust and Action mean we put people first in our business. We take this commitment seriously and have a clear strategy for achieving and maintaining it. We welcome the Government's requirement for large organisations to be transparent on gender pay.

The gender pay gap in Alstom

Median gender pay gap	-27.7%
Mean gender pay gap	-20.6%

UK national median gender pay gap	-18.4%
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The table above shows our gender pay gap. This is a snapshot of the difference in the overall hourly rate of pay for men and women in April 2017 whatever their job role or position in Alstom. The figures show the gap for women expressed as a percentage of the hourly rate for all men. The mean average shows women's hourly rate is 20.6% less than men and the median (or middle value) average shows 27.7% less than men.

It is important to recognise that a gender pay gap *does not* mean we pay women less than men for doing the same work or work that is considered to be of equal value. To do so would be unlawful under the Equality Act 2010 and also completely at odds with our values. However it shows there are more men than women in senior, professional and more highly paid jobs. Where women hold these senior roles then their rates of pay are consistent with their male colleagues.

We carry out regular pay reviews to ensure our rates of pay are fair, reflect market rates and are lawful.

Bonus differences between men and women

Median bonus gap	-23.8%
Mean bonus gap	-29.4%

Both men and women can earn bonuses, but not all do. Alstom has a clear policy on awarding bonuses based on a percentage of salary that is the same for men and women. The bonus gap above shows average women's bonus payments as a percentage of men's for the 12 months preceding April 2017.

As bonus payments are a percentage of salaries, the higher the earnings, the greater the bonus. This creates a gender bonus gap mirroring the pay gap.

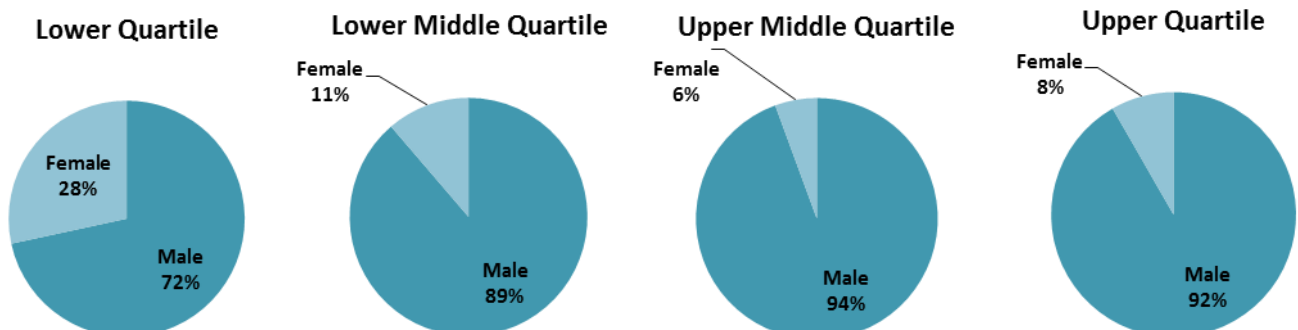
Proportion of all employees receiving a bonus



Both men and women were awarded bonuses in equal proportion reflecting our robust and fair staff assessment system.

Employees pay quartiles across our business

Lower Quartile 1		Lower Middle Quartile 2		Upper Middle Quartile 3		Top Quartile 4	
M	F	M	F	M	F	M	F
355	141	441	56	468	28	452	41
71.60%	28.40%	88.70%	11.30%	94.40%	5.60%	91.70%	8.30%



The charts above show the gender distribution across Alstom in four equal hourly pay quartiles of 496 employees each. They clearly demonstrate the under representation of women across all parts of our business making up 14% of our workforce (November 2017) reflecting our historical heavy engineering background, combined with the national shortage of women taking STEM subjects to professional levels.

Increasing the number of women entering into our business and then creating an environment where they thrive will be central to bearing down on our gender pay gap. The following section describes what we're doing to achieve this and our plans for the future.

Addressing the gender pay gap in Alstom

In a business where women are underrepresented at senior levels, Alstom has achieved a sea change in attitudes to develop and encourage women in higher roles through our staff involvement group called "Voices of Women". This is helping us towards achieving our goal of 25% of women in managerial professional and engineering roles by 2020.

Identifying the issues of female underrepresentation, stratification of job roles and consequential gender pay gaps whilst philosophically agreeing that something should be done is easy, but the challenging and often missing element is what action to take to improve the situation.

Our approach is being delivered through the "Voices of Women" group acting as a vehicle to drive this transformation in our demographics at Alstom. This group is championed by the Managing Director which is essential to provide authority and buy-in from across Alstom.

The group directly addresses approaches to achieving greater gender equality through overseeing and advising on our recruitment practices, especially in attracting women into STEM related occupations through our network of 130 STEM Ambassadors. In addition we are planning women only developmental programmes for existing employees in 2018, focussing on those who would benefit by encouraging women to take part and not to see this as an unwarranted advantage.



To help provide direction and a framework Alstom has signed up to the WISE 10 pledge commitments for greater gender equality in 2018.

Local HR and the Voices of Women group help create the right environment for gender equality to thrive in Alstom by reviewing key policies such as flexible working, pregnancy and maternity and our dignity policies; through the lens of women in Alstom. We

have joined “Working Forward” an EHRC (Equality and Human Rights Commission) initiative to address issues affecting women who are pregnant or those returning from maternity leave to maximise their potential and benefits to our business.

The Voices of Women group uses our equality monitoring data to provide the evidence to debunk assumptions and, most importantly, policy in Alstom is always driven by evidence.

This Gender Pay Report 2017 has been approved by the Board of ALSTOM Transport UK Limited