

Alstom Transport UK Limited Gender Pay Report 2019

Date of issue: 24 March 2020

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 Agile, Inclusiveness and Responsible 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 Transport UK Limited

	2017	2018	2019
Median gender pay gap	-27.7%	-23.2%	-16.5%
Mean gender pay gap	-20.6%	-20.0%	-18.4%

UK national median gender pay gap (ONS Nov 19 -all employees)	-17.3%
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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 2019 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 18.4% less than men and the median (or middle value) average shows 16.5% less than men. The median gap between men and women has closed by 6.7 percentage points over the last year. The actual median value of the hourly rate for women increased over last year by 13.5% compared to 4.4% for 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 2019

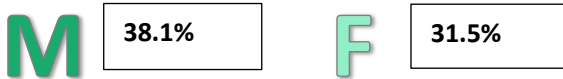
	2017	2018	2019
Median bonus gap	-23.8%	+12.8%	-12.4%
Mean bonus gap	-29.4%	-21.2%	-24.3%

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 2019.

The median gap is negative after being positive last year. Such variation between men and women reflects the fact that the bonus group of women are a small cohort of some 50 women and a small change in the number of women

can make a disproportionate impact on the bonus pay gap. Bonus payments are a percentage of salaries and with the mean pay gap at 18.4% in favour of men, a mean bonus gap of 24.3% is to be expected

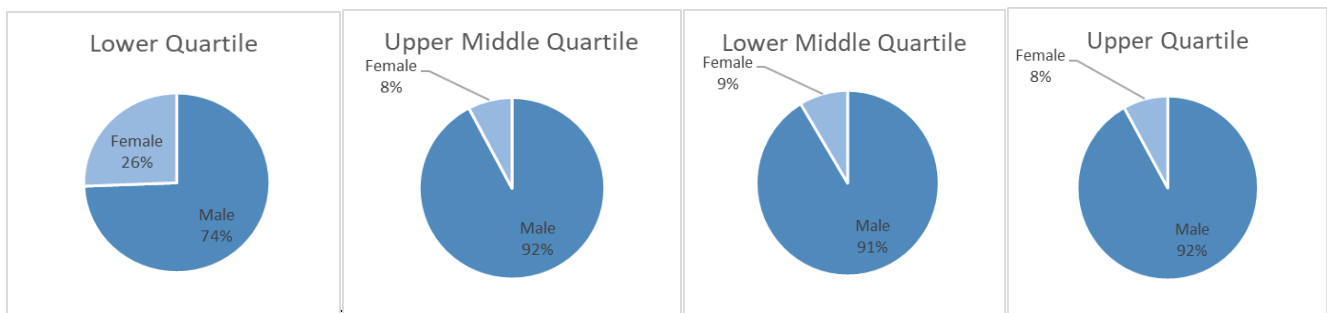
Proportion of all employees receiving a bonus



In 2017 31% of men and women were equally awarded bonuses. In 2018 this increased with 4.4% more men were awarded bonuses than women and this trend has continued into 2019 with 6.6% more men awarded bonuses than women

Employees pay quartiles across our business 2019

Lower Quartile 1		Lower Middle Quartile 2		Upper Middle Quartile 3		Upper Quartile 4	
M	F	M	F	M	F	M	F
241	83	296	28	299	25	298	26
74.4%	25.6%	91.4%	8.6%	92.3%	7.7%	92.0%	8.0%



The charts above show the gender distribution across Alstom in four equal hourly pay quartiles of 324 employees each. They clearly demonstrate the under representation of women across all parts of our business making up 12.5% (12.4% in 2018) of our workforce reflecting our historical heavy engineering background, combined with the national shortage of women taking STEM subjects to professional levels; However both upper two quartiles have increased in female representation by 2 percentage points over last year reflecting our continued focus on equal access for women in our business.

Increasing the number of women entering our business and then creating an inclusive environment of equal opportunity 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.

Addressing the gender pay gap in Alstom

We recognise that reducing the gender pay gap is a longer-term journey. The gender pay gap reflects the cumulative choices men and women make within our business in terms of careers and roles. There is clear evidence that women experience the workplace differently to men starting with the effect of the educational system, the differing social expectations especially in terms of caring responsibilities placed on women and also the way our internal policies, practices and behaviours and attitudes that impact on women in our business.

Our strategy and actions are aligned to both our core values of Agility, Inclusion and Responsibility and the Women in Science and Engineering (WISE) 10 pledge commitments aimed to develop greater gender equality.

We are working to attract female trainees into our business at levels up to and including graduates. We have strong working relationships with key schools and colleges through our network of STEM (Science, Technology, Engineering and Mathematics) ambassadors. We have female network called “voices of women” that is tasked to identify and remove barriers to women and in support of this we use Positive Action and have an ongoing developmental training programme for female employees to equip them with the skills and confidence to compete equally with men for opportunities in the company. It is our aim that all female employees will have the chance to undertake this training if they wish.

Accessible and available flexible working is recognised as a key element in addressing the gender pay gap and our revised policy now means all requests for flexible working will be approached from the presumption of approval unless there is some evidenced based business reason why not. We are also introducing a new maternity policy that reflects favourably with other engineering organisations and reinforces flexible adaptable working by empowering maternity returners to trial flexible arrangements by an auto flexible working period of up to 13 weeks.



Besides practical changes to reduce the gender pay gap, we recognise the educational need to underpin these and other measures. Our colleagues need to see that equality of access means sometimes people are treated differently and so we have a comprehensive classroom-based training programme running in our depots covering several EDI topics ranging from topics from Dignity and Managing Equality through to Culture and inclusion. Over 500 employees have attended these 90 minute sessions.

If you would like to discuss Alstom’s 2109 gender pay gap and our actions to reduce this gap, do get in touch with Steve Williams, our EDI specialist at stephen.v.williams@alstomgroup.com

This Gender Pay Report 2019 has been approved by the Board of ALSTOM Transport UK Limited