

Gender Pay Gap Report 2020

From 2015, it has been legal requirement for companies with more than 250 people to publish their gender pay gap data. The gender pay gap is different to equal pay; legislation makes it clear that people doing equal jobs should get equal pay, irrespective of their gender. Men and women at TXM Plant who do equivalent jobs are already being paid equally.

The gender pay gap is the difference in the average pay of men and women in an organisation irrespective of their role or seniority.

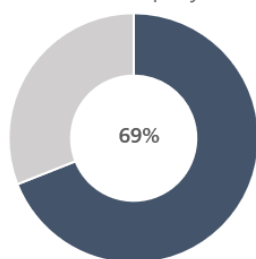
Gender Pay Gap

Mean: **36.5%**
Median: **43.0%**

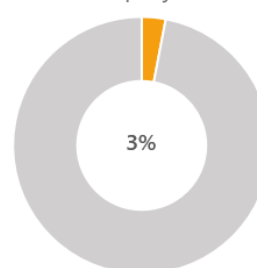
Gender Bonus Gap

Mean: **-30.9%**
Median: **-66.7%**

Proportion of **male** employees receiving a bonus:



Proportion of **female** employees receiving a bonus:



Pay Quartiles



Summary

Our gender pay gap at TXM Plant

Here at TXM Plant, we know that people are key to our success. We encourage fairness and equality in all aspects of our business, and it is important to stress that TXM Plant pays the same to employees that do the same work. However, we do have a gender pay gap due to historic factors linked to the rail industry.

The rail industry has traditionally been male-dominated, and this has been particularly evident in operational roles that historically lead to higher-salaried career paths, including senior management and director roles and higher benefits. This legacy means that more men occupy senior positions within the company with higher pay levels.

Our actions to build an inclusive workplace

We have pledged to improve our gender pay gap through commitment to the Railway Industry Association's Equality, Diversity and Inclusion charter, to help address long-term barriers to underrepresented groups and making careers at TXM Plant more attractive to women.

In line with our focus on fostering young talent within the organisation, we will be developing our collaborative activities with local educational institutions to encourage and promote STEM-related study and careers to school-age girls.

I confirm the information and data reported is accurate as of the snapshot date 5 April 2020.
Brian Reynolds, Chief Executive Officer