

Bombardier Transportation UK Gender Pay Gap Report 2018

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

Progress since last year

Our mean (average) gender pay gap has reduced to -0.4%, and our median (middle) gender pay gap has reduced to 2.1%. This is significantly better than last year's national median pay gap of 9.1% (source: ONS) and an improvement on our figures reported last year. We have reduced the proportion of women in the lowest quartile and increased the proportion in

the highest quartile. Women received 2.4% higher bonuses according to the mean measurement, but men received 10.9% higher median bonuses. We have also equalised the proportion of men and women receiving bonus.

We have also increased female representation from 10.7% of the workforce last year to 12.0% this year, reflecting the success of our strategy.

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.

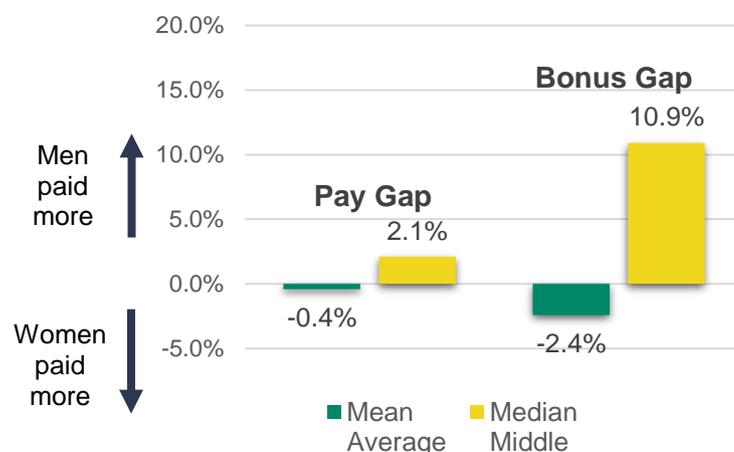
We should take this opportunity to acknowledge the progress we have made on the gender pay gap, and focus on what we need to do next as a company, driving positive culture change and an inclusive working environment.



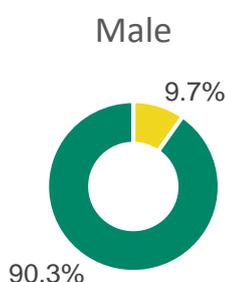
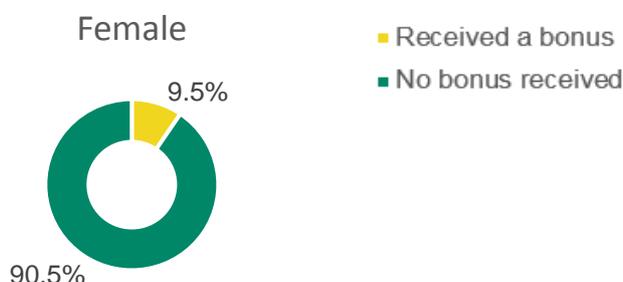
Phil Hufton - UK Regional President

Gender pay and bonus pay

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	-0.4%	2.1%
Gender Bonus Gap	-2.4%	10.9%



Proportion of employees receiving a 2017 bonus

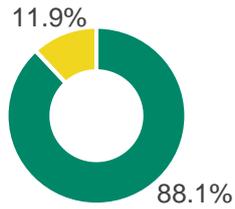


Pay Quartiles

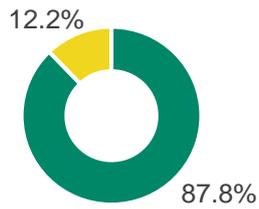
Proportion of males and females in each pay quartile

■ Male ■ Female

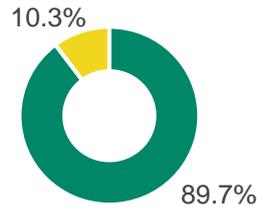
Lower Quartile



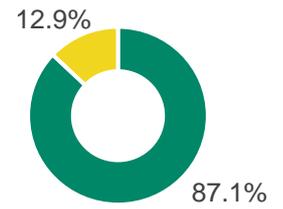
Lower Middle Quartile



Upper Middle Quartile



Top 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.

We maintained the number of female applications at 13%, (14% in 2017), up from 9% in 2016. We saw a 5% improvement in the number of female graduates at 30%, up

from 25% in 2017.

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 to 25% by 2019.

Phil Hufton
UK Regional President, Bombardier Transportation

Bernadette Westmoreland
Head of Human Resources, Bombardier Transportation UK

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