

WABTEC UK

Gender Pay Gap Reporting – Supporting Statement



Wabtec UK Ltd, part of the Wabtec Corporation, is required to report Gender Pay Gap data each year under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017. Organisations of 250 employees and over must follow the calculation methodology set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap and distribution across pay quartiles.

Wabtec UK Ltd incorporates the business divisions of Wabtec Rail Doncaster, LH Group, Bearwood, Napier, Mors Smitt and the satellite office of Brecknell Willis. The legal entities of Faiveley Birkenhead, Faiveley Tamworth and Melett have fewer than 250 employees and are therefore not required to report on this data.

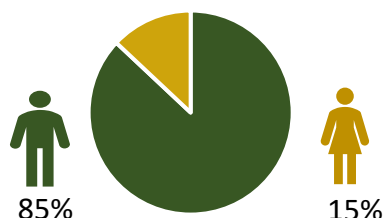
What is the gender pay gap?

The gender pay gap is a measure of the difference between men's and women's average hourly earnings across an organisation, expressed as a percentage of men's earnings. It is not the same as equal pay. Equal pay is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do the same jobs, similar jobs or work of equal value.

What does our data show?

The data used is from the pay bill of April 2024, with the results to be published by the 4th April 2025.

Gender split



Of 1254 employees in Wabtec UK Ltd (from April 2024 payroll):
1064 are Men and 190 are Women

Do we have a gender pay gap?

The mean and median average hourly rate of pay both show a gender pay gap.

	Mean	Median
Gender Pay Gap	1.3%	6.2%

What is the mean gender pay gap? It is the difference between the average hourly rate of pay for female employees, compared to the average hourly rate of pay for male employees.

How is the median pay gap is calculated? If all employees in the company were lined up in a female line and a male line, in order of hourly rate of pay from lowest to highest, the median gender pay gap compares the pay of the female in the middle of their line with the pay of the male in the middle of their line.

Do we have a gender bonus pay gap?

Yes, both ways of calculating the average show a gender bonus pay gap.

	Mean	Median
Gender Bonus Pay gap	9.6%	21.6%

The bonus gap is calculated using actual bonuses paid to employees for the 12 months from 1 April 2023 to 31 March 2024.

Generally, much larger bonus payments are paid to men as the majority of the most senior positions are held by men.

Gender population by pay quarter

Pay quartiles represent the hourly pay rates from the lowest to the highest for our employees split into four equal sized groups, with the percentage of men and women in each quarter.

The proportion of Men and Women in each quartile pay band		
Lower quartile	77% Men	23% Women
Lower middle quartile	89% Men	11% Women
Upper middle quartile	89% Men	11% Women
Upper quartile	86% Men	14% Women

To summarise

The total workforce of Wabtec UK Ltd is predominantly male at 85%.

Wabtec UK is showing a gender pay gap for both the mean and median average hourly rates of pay. The Mean Gender Pay Gap is small at just over 1%. The Median Gender Pay Gap is wider at 6.2%.

We are also showing a Bonus pay gap of 10% to 21% depending whether the mean or median average is used.

The reason for the gender pay gap for the average rate of pay and bonus pay is because the most senior, higher paid roles are held by men. Just 15% of the workforce are women, and the majority are in the Lower Pay Quartile. We also now have a small number of female apprentices, which although very positive, has the consequence of bringing down the average hourly rate of pay for women, compared with previous years.

How does our gender pay gap compare with that of others?

Most organisations have a gender pay gap. The UK Office for National Statistics (ONS) states the gender pay gap has been declining slowly over time. Among all employees (full & part-time) the median gender pay gap decreased to 13.1% in April 2024 down from 14.2% April 2023.

The median gender pay gap among full-time employees (excluding part-time) was 7.0% in April 2024, down from 7.5% in April 2023.

Our figures include full and part-time employees. Although our median pay gap of 6.2% compares favourably to the national average of 13.1%, we remain focused on reducing the gap.

What are we doing to decrease our gender pay gap?

The Company's recruitment strategy and employment policies such as Maternity, Paternity, Flexible Working and Menopause aim to provide competitive and inclusive terms of employment.

We continue to work towards ensuring barriers do not exist in the attraction, development and promotion of diverse candidates and employees into more senior positions across the UK business.

Our global compensation architecture and philosophy has been developed to ensure competitive and equitable pay. We benchmark pay and benefits to the external market, continually working towards attracting, motivating and retaining key talent and ensuring internal equity.

We will continue to partner with local schools on initiatives such as Primary Engineer to raise young people's awareness of the different career opportunities available within the Rail sector, promote STEM initiatives and help dispel stereotypes within our career sector.

Wabtec promote equality, diversity and inclusion globally through many initiatives including Women of Wabtec. Women of Wabtec (WoW) is dedicated to progressing the culture of Wabtec to ensure the expansion of diversity and gender balance while affording development opportunities for women in all stages of their life and careers.

Our association with Women in Rail is another key part in encouraging and retaining female applicants/employees to the industry sector. Women in Rail was created to improve diversity in the UK rail industry through networking opportunities and support for women within the sector. Partners and stakeholders are encouraged to adopt diversity as a business strategy, devising initiatives aimed at positioning rail as an attractive career choice for young people.

This supporting statement confirms that the Gender Pay Gap published information, from the April 2024 payroll, is accurate at the time of reporting.



Tim Bentley

Group Vice President, Regional Services UK
on behalf of Wabtec UK Ltd.

March 2025