



Gender Pay Gap Report

Government regulations require all companies to publish information about the differences between men's and women's pay and bonuses, both internally and externally.

Our commitment to eliminating unlawful and unfair discrimination in all aspects of our operation, including pay, is set out in our Equality, Diversity and Inclusion policy.

Looking across **telent** as a whole, there is no pattern of men and women being paid differently for doing the same jobs at the same level. Differences in experience, skills and performance mean that there are individual variations but during annual performance and salary reviews we actively address any unwarranted gaps in pay that may be identified. We also make regular checks to ensure that our policies and procedures are fair.

The information requested by government is set out in full below. There have been some movements over the last twelve months, resulting from the large number of new people joining the business during the year.

Overall, our figures indicate that men's pay is on average 16% higher than women's. The main driver for this is, as last year, the different jobs that people do. More men than women are in technical roles, while more women than men are in administrative roles.

During the measurement period, more men than women received payments under bonus schemes. These figures too are heavily influenced by people's roles. A significant proportion of our primarily male technicians participate in a bonus scheme which rewards the achievement of quality and safety targets, while no bonus schemes apply to administrative roles.

Differences in pay resulting from men and women doing different jobs is likely to affect most, if not all, companies in industries similar to ours. Fewer women than men choose to study science, technology, engineering and mathematics (STEM) at school and university. This means that fewer choose, or are in a position to choose, technical careers. As part of our drive to address this, we work with primary and secondary schools, with colleges, with our customers and with industry bodies to promote interest in STEM subjects among children and young people. For example we support TfL's Women into Transportation and Engineering Initiative to provide work experience leading to employment for women who have been away from the workplace.

Addressing pay inequality is an issue for the UK as a whole and our industry faces particular challenges for which there is no quick fix. However, we are committed to playing our part in developing the necessary long term solutions.

Gender Pay Gap



Mean Gender Pay Gap

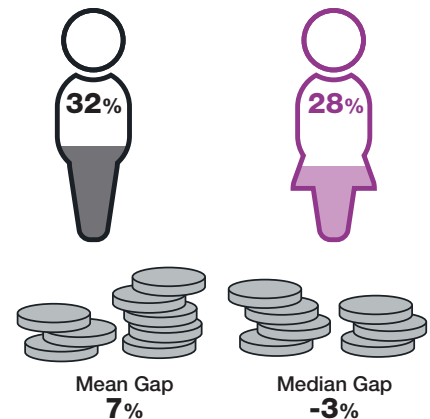
This is the difference between the mean average men's pay and women's pay. When we add all men's pay together and divide by the number of male employees and compare to the figure we get when adding all women's pay together and dividing by the number of female employees, we find that men are paid on average 15.6% more than women (mean average).

Median Gender Pay Gap

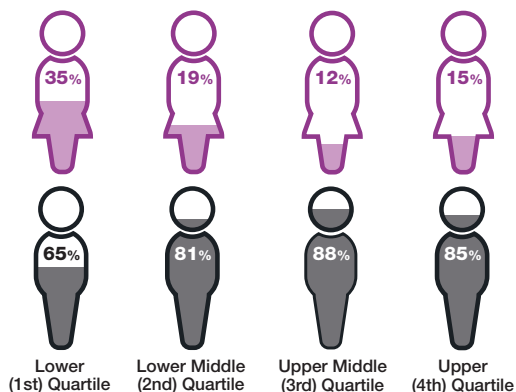
The median average is arrived at by listing everyone's pay, from lowest to highest and choosing the middle value. When we list out all pay from lowest to highest and take the male mid value and the female mid value (the median), the median male employee is paid 19.1% more than the median female employee.

These figures show that more men than women received a bonus during the year, but that the middle value, the median amount received by women was actually higher. The mean average was higher for men than for women.

Proportion Receiving a Bonus



Quartiles



Quartiles are arrived at by grouping employees into 4 equal groups: from the highest paid 25% of people (4th quartile), through to the lowest paid 25% (1st quartile).

This diagram shows, for example, that a greater proportion of men than women are in the top 25% of pay (4th quartile). This is also primarily a result of the jobs people do.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Janice Meade
Janice Meade, HR Director, telent

Note on these figures

The figures are calculated in accordance with the Equality Act 2010 Gender Pay Gap Information Regulations 2017

Figures for pay include basic pay, allowances, pay for piecework, pay for leave and shift premium pay. It only includes money payments so anything that is not money (such as benefits in kind or securities) is excluded. It is after amounts deducted for salary sacrifice. The pay figures are calculated from amounts paid in April 2018

Bonuses include anything that relates to profit sharing, productivity, performance, incentive and commission. They must be received in the form of cash, vouchers, securities, securities options, and interests in securities. Non-consolidated bonuses are included. Long service awards with a monetary value (cash, vouchers or securities) are also included but any other type of non-monetary award under this category, such as extra annual leave, is treated as a benefit in kind and excluded.

The bonus figures are calculated from amounts paid between May 2017 and April 2018