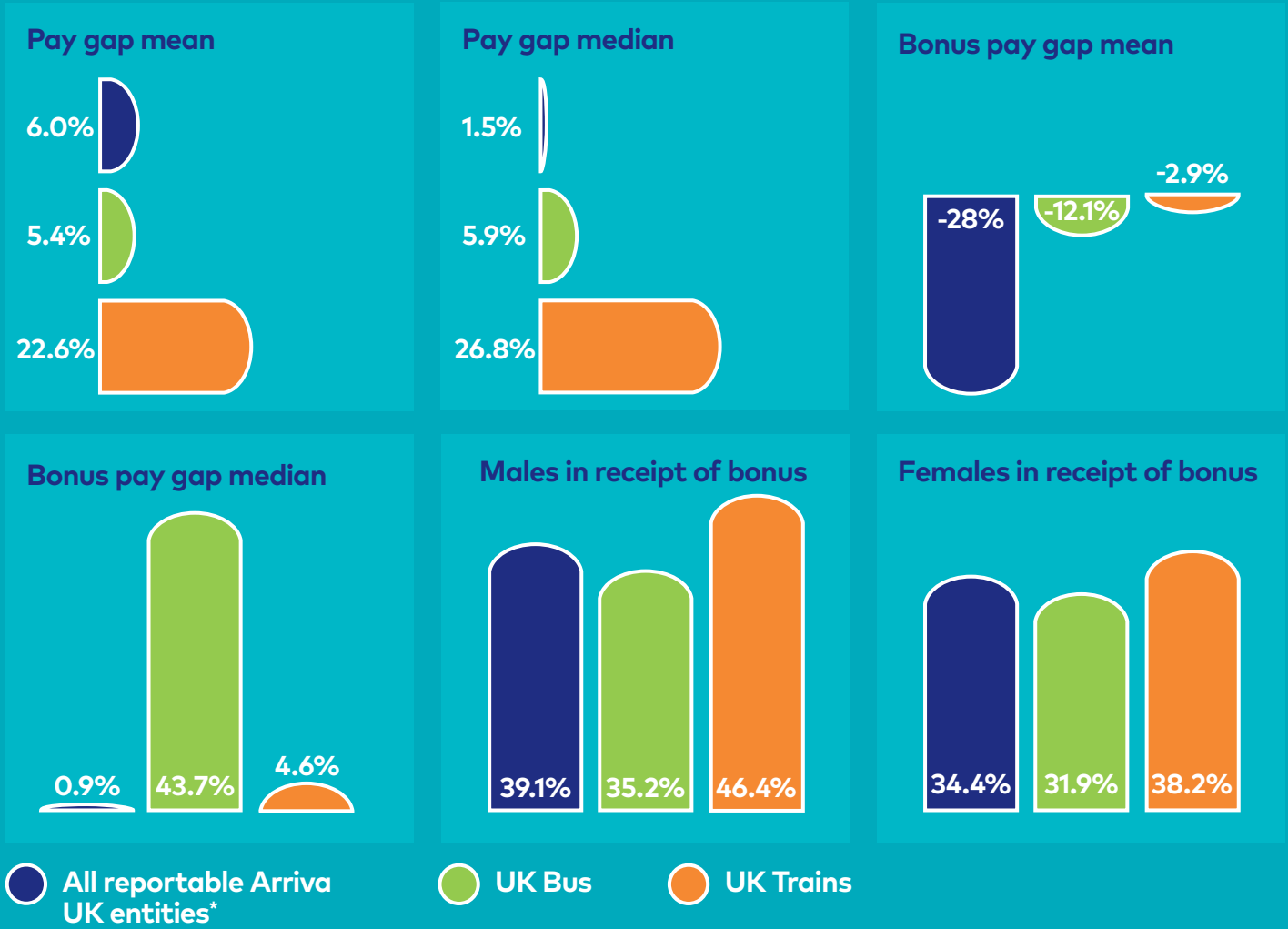


Summary of Arriva UK's 2019 gender pay gap



Quartile data

	Quartile 1 – Lowest hourly rates		Quartile 2		Quartile 3		Quartile 4 – Highest hourly rates	
	Male	Female	Male	Female	Male	Female	Male	Female
All reportable Arriva UK entities	83.2%	16.8%	85.5%	14.5%	83.8%	16.2%	89.3%	10.7%
UK Bus	84.1%	15.9%	90.8%	9.2%	90.9%	9.1%	91.2%	8.8%
UK Trains	70.6%	29.4%	74.4%	25.6%	86.3%	13.7%	93.2%	6.8%

*Arriva operates 21 businesses in the UK which employ 250 or more people.

UK gender pay gap reporting data

	Pay gap mean	Pay gap median	Bonus pay gap mean	Bonus pay gap median	% males in receipt of bonus	% females in receipt of bonus	Quartile 1 – Lowest hourly rates (male)	Quartile 1 – Lowest hourly rates (female)	Quartile 2 (male)	Quartile 2 (female)	Quartile 3 (male)	Quartile 3 (female)	Quartile 4 – Highest hourly rates (male)	Quartile 4 – Highest hourly rates (female)
All reportable Arriva entities	6.0%	1.5%	-28%	0.9%	39.1%	34.4%	83.2%	16.8%	85.5%	14.5%	83.8%	16.2%	89.3%	10.7%
Arriva plc	17.5%	15.1%	64.4%	37.8%	12.1%	14.8%	54.5%	45.5%	61.6%	38.4%	64.6%	35.4%	63.7%	36.3%
UK Bus reportable entities	5.4%	5.9%	-12.1%	43.7%	35.2%	31.9%	84.1%	15.9%	90.8%	9.2%	90.9%	9.1%	91.2%	8.8%
Arriva Cymru Ltd	2.9%	0.5%	N/A	N/A	7.1%	0.0%	91.8%	8.2%	92.5%	7.5%	90.3%	9.7%	95.5%	4.5%
Arriva Durham County Ltd	0.4%	3.8%	-11.1%	20.3%	1.6%	4.4%	89.7%	10.3%	91.1%	8.9%	95.1%	4.9%	93.1%	6.9%
Arriva Kent & Surrey Ltd	4.9%	1.6%	N/A	N/A	2.2%	0.0%	85.3%	14.7%	84.5%	15.5%	88.7%	11.3%	89.1%	10.9%
Arriva Kent Thameside Ltd	5.5%	4.1%	54.5%	50.0%	1.6%	2.7%	85.6%	14.4%	91.7%	8.3%	93.2%	6.8%	91.8%	8.2%
Arriva London North Ltd	3.0%	6.4%	-23.4%	27.2%	89.8%	88.0%	87.1%	12.9%	91.7%	8.3%	93.8%	6.2%	90.3%	9.7%
Arriva London South Ltd	5.6%	6.7%	4.5%	6.8%	88.2%	84.8%	81.4%	18.6%	88.3%	11.7%	90.4%	9.6%	90.7%	9.3%
Arriva Merseyside Ltd	2.5%	0.7%	-78.1%	-731.3%	8.0%	3.9%	90.8%	9.2%	94.2%	5.8%	94.8%	5.2%	95.3%	4.7%
Arriva Midlands Ltd	6.4%	6.9%	50.6%	14.8%	3.7%	6.1%	79.3%	20.7%	88.3%	11.7%	96.3%	3.7%	89.4%	10.6%
Arriva Midlands North Ltd	6.4%	4.5%	-2.3%	0.0%	20.9%	19.8%	75.8%	24.2%	85.9%	14.1%	87.2%	12.8%	89.3%	10.7%
Arriva North West Ltd	-1.8%	1.3%	-5.7%	-829.4%	12.4%	13.3%	88.2%	11.8%	94.5%	5.5%	95.0%	5.0%	90.6%	9.4%

UK gender pay gap reporting data

Continued

	Pay gap mean	Pay gap median	Bonus pay gap mean	Bonus pay gap median	% males in receipt of bonus	% females in receipt of bonus	Quartile 1 – Lowest hourly rates (male)	Quartile 1 – Lowest hourly rates (female)	Quartile 2 (male)	Quartile 2 (female)	Quartile 3 (male)	Quartile 3 (female)	Quartile 4 – Highest hourly rates (male)	Quartile 4 – Highest hourly rates (female)
Arriva Northumbria Ltd	2.5%	1.5%	N/A	N/A	3.6%	0.0%	89.8%	10.2%	91.3%	8.7%	95.3%	4.7%	93.0%	7.0%
Arriva The Shires Ltd	2.9%	6.5%	17.3%	-10.0%	0.9%	4.7%	81.4%	18.6%	94.3%	5.7%	93.3%	6.7%	90.2%	9.8%
Arriva Transport Solutions Ltd	-3.8%	-6.0%	-106.3%	12.4%	34.7%	17.3%	60.2%	39.8%	67.3%	32.7%	64.6%	35.4%	50.9%	49.1%
Arriva Yorkshire Ltd	4.9%	2.7%	68.9%	-40.7%	9.5%	8.0%	80.5%	19.5%	90.5%	9.5%	91.4%	8.6%	89.7%	10.3%
Yorkshire Tiger Ltd	-2.9%	0.2%	-25.5%	0.0%	12.7%	3.8%	88.7%	11.3%	91.9%	8.1%	93.5%	6.5%	89.1%	10.9%
UK Trains reportable entities	22.6%	26.8%	-2.9%	4.6%	46.4%	38.2%	70.6%	29.4%	74.4%	25.6%	86.3%	13.7%	93.2%	6.8%
Arriva Rail London Ltd	14.8%	41.2%	6.8%	63.5%	41.9%	39.1%	74.3%	25.7%	74.6%	25.4%	92.7%	7.3%	86.6%	13.4%
Arriva Rail North Ltd	22.0%	22.7%	4.8%	4.5%	55.9%	49.0%	74.7%	25.3%	75.8%	24.2%	87.9%	12.1%	93.9%	6.1%
XC Trains Ltd	30.6%	21.0%	27.7%	16.0%	1.6%	2.3%	57.5%	42.5%	65.3%	34.7%	76.7%	23.3%	95.0%	5.0%
London and North Western Railway Company Ltd	6.0%	32.7%	11.2%	1.6%	7.5%	24.5%	60.5%	39.5%	89.5%	10.5%	96.1%	3.9%	85.7%	14.3%
The Chiltern Railway Company Ltd	21.5%	34.1%	14.7%	0.0%	90.0%	85.4%	61.2%	38.8%	76.1%	23.9%	96.2%	3.8%	92.4%	7.6%

I confirm that this statement is true to the best of my knowledge and belief.

Signed:



Alison O'Connor
Director, Corporate Affairs
Arriva Group