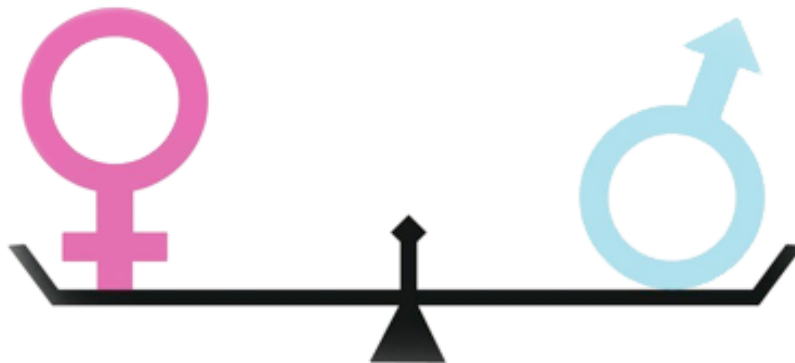


London Sovereign Gender Pay Gap Report



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Background

The gender pay gap is the percentage difference in annual pay between men and women.

Section 78 of the Equality Act 2010 was brought in to force on 22 August 2016 by the Equality Act 2010 (Commencement No 11) Order 2016 and following consultation, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "**Regulations**") came in to force on 6 April 2017.

The Regulations require private sector organisations with 250 or more employees on 5 April each year to publish their gender pay gap in accordance with prescribed calculations.

2017 Gender Pay Gap Report

London Sovereign Limited is an equal opportunities employer and we are committed to providing equal pay for equal work to all of our employees.

We employ staff in a variety of different roles across our business including: drivers, engineers, administrative staff and other professionals. Therefore pay can vary dependent on role, skill and experience required.

Composition of our workforce

At 5 April 2017, we employed 468 members of staff. This comprises 432 male employees and 36 female employees which is reflective of the historically male dominated transport sector. However, unlike many other businesses, our work on equal opportunities has seen a number of female employees appointed to a wide variety of roles including the roles of driver, service controller and garage risk manager.

We are proud to report that:



Our mean gender pay gap is 2.6%



Our median gender pay gap is 6.0%

We are delighted that, at 2.6%, our mean gender pay gap is more than 15% below the national average gender pay gap which for 2016 was is 18.1%.

Further, our median gender pay gap is 6% and there is only £0.82 difference between the median male and female hourly rate of pay.

In the circumstances, we are very proud of our gender pay breakdown and believe they will demonstrate we are likely a leading employer in the passenger transport industry.

Salary quartiles

The pie charts below illustrate the gender distribution at London Sovereign Limited across each of the salary quartiles. Two quartiles contain 116 employees and two quartiles contain 117 employees.

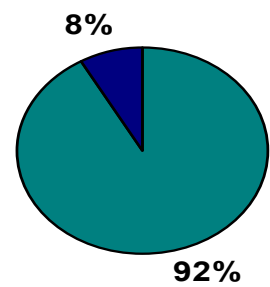
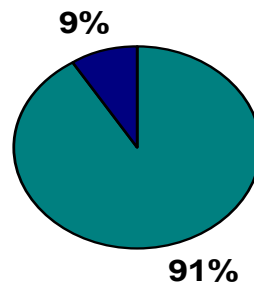
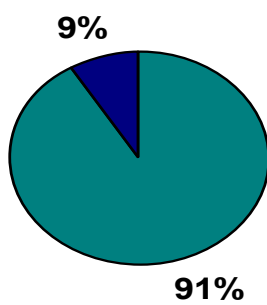
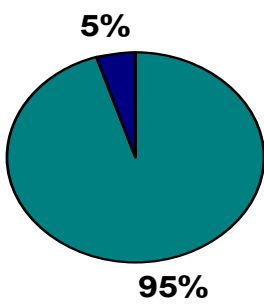
Male 
 Female 

Upper quartile



Upper middle quartile

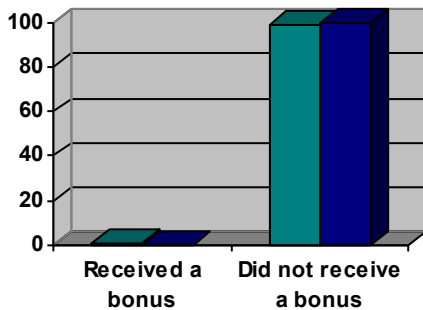
Lower middle quartile

Lower quartile



Proportions of employees awarded a bonus in the relevant period

Men		Although none of the 36 female employees were paid a bonus for their performance in the period 6 April 2016 to 5 April 2017, only 1.2% of male employees received a bonus during the same period.
Women		



**Our mean bonus pay gap is
100%**

**Our median bonus pay gap
is 100%**

Out of the 468 employees, only 5 were paid a bonus during the relevant period and these employees were male which reflects the above figures.

The bonuses were all role specific and, where paid, none of the male employees were in senior management positions.

In the circumstances, we are very proud of our gender pay breakdown and believe they will demonstrate we are likely a leading employer in the passenger transport industry.

I confirm that the data within this report is accurate:



Karen Fuller
HR Director