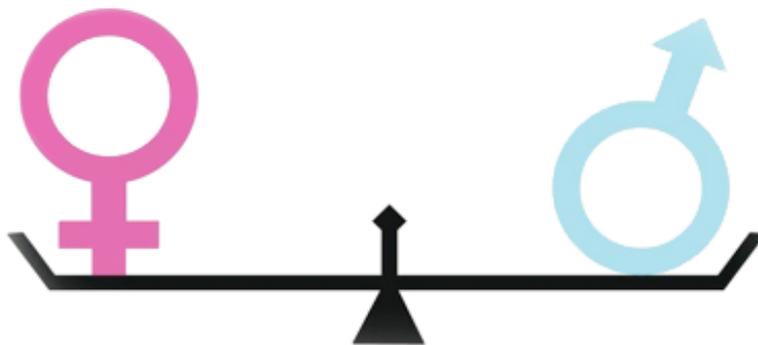


London United Busways Limited Gender Pay Gap Report



Index

Background.....	1
Report.....	7

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 United Busways 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 2611 members of staff. This comprises 2381 male employees and 230 female employees which is reflective of the historically male dominated transport sector. However, unlike many other businesses, our work on equal opportunities has meant that we employ women in a wide variety of roles across the business, including those traditionally occupied by male members of staff such as drivers and engineers. Further, we have a number of female employees in director and senior management level roles and this is something that as a business we are very proud of.

We are delighted to report that:

**Our mean gender pay gap is
-1.58%**

This means that the average hourly rate of pay for a female employee is higher than the average hourly rate of pay for a male employee within the company.

**Our median gender pay gap is -
1.57%**

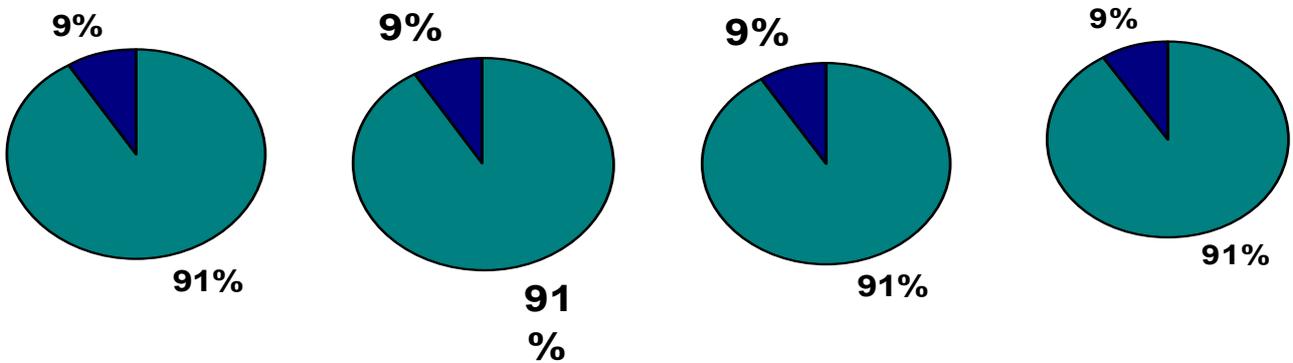
This means that the mid-point in female employees' hourly rate of pay is slightly higher than the mid-point in male employees'.

Salary quartiles

The pie charts below illustrate the gender distribution at London United Busways across each of the salary quartiles. Three of the quartiles contain 646 employees and the fourth quartile contains 647 employees.



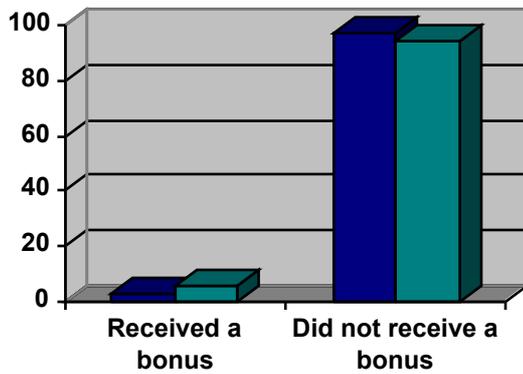
Upper quartile Upper middle quartile Lower middle quartile Lower quartile



As shown above London United Busways has an equal split of male and female employees across each of the pay quartiles. This demonstrates that there are no barriers in place across the business which would prevent employees of either sex from carrying out the role they choose.

Proportions of employees awarded a bonus in the relevant period

Men		The below bar chart shows that the proportion of female employees who were paid a bonus for their performance in the period 6 April 2016 to 5 April 2017 was higher than the proportion of male employees who were paid a bonus in the same period.
Women		During this time 6.09% of female employees received a bonus payment and 3.23% of male employees received a bonus payment.



**Our mean bonus pay gap is
5.70 %**

**Our median bonus pay gap
is – 17.46%**

As a result of a number of the business' senior positions being held by female employees, the mean bonus pay gap is only 5.70% with the difference between the mean male bonus and the mean female bonus being less than £250.

The median bonus of the female employees was in fact was nearly £350 more than the median bonus of male employees.

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