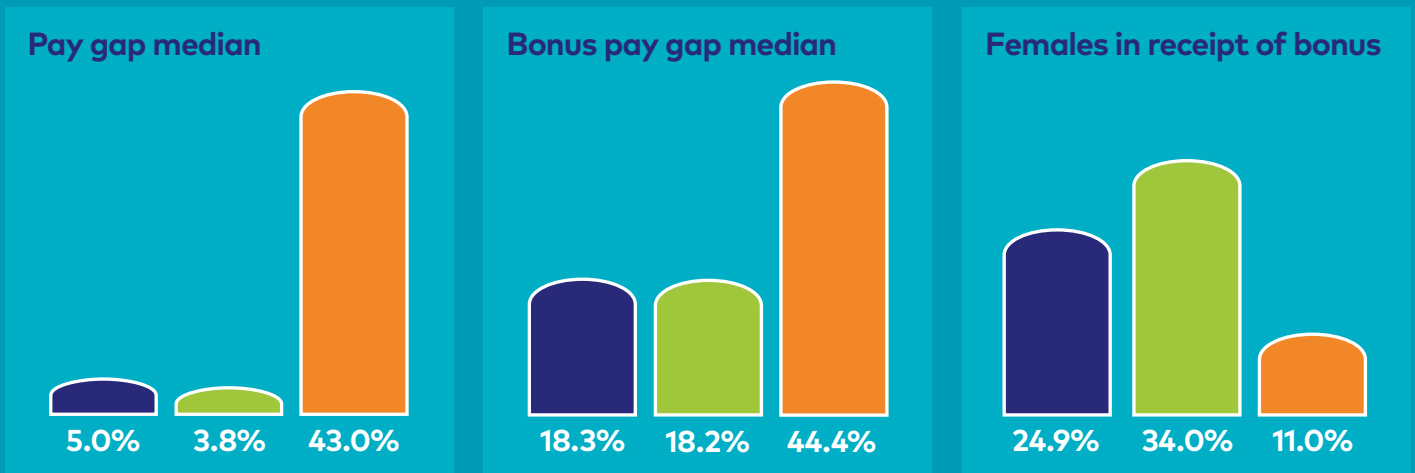
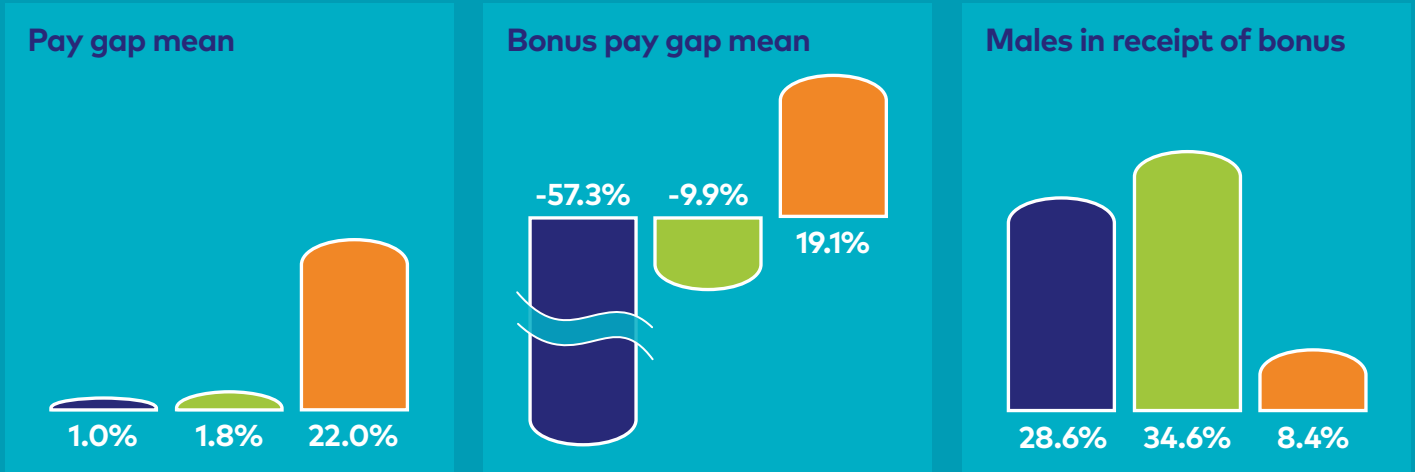


Summary of Arriva UK's 2023 gender pay gap



● All reportable Arriva UK entities*
 ● UK Bus
 ● UK Trains

	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
	Lowest hourly rates						Highest hourly rates	
	Male	Female	Male	Female	Male	Female	Male	Female
All reportable Arriva UK entities*	81.1%	18.9%	86.5%	13.5%	86.8%	13.2%	86.7%	13.3%
UK Bus	84.7%	15.3%	90.0%	10.0%	88.9%	11.1%	90.8%	9.2%
UK Trains	60.7%	39.3%	72.7%	27.3%	87.4%	12.6%	86.7%	13.3%

*Arriva operates 19 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*	1.0%	5.0%	-57.3%	18.3%	28.6%	24.9%	81.1%	18.9%	86.5%	13.5%	86.8%	13.2%	86.7%	13.3%
Arriva Ltd	4.9%	-7.7%	31.1%	19.9%	27.0%	29.3%	75.8%	24.2%	62.1%	37.9%	68.2%	31.8%	60.9%	39.1%
UK Bus reportable entities	1.8%	3.8%	-9.9%	18.2%	34.6%	34.0%	84.7%	15.3%	90.0%	10.0%	88.9%	11.1%	90.8%	9.2%
Arriva UK Bus Ltd	33.4%	38.2%	33.0%	5.5%	24.5%	8.8%	26.2%	73.8%	41.2%	58.8%	57.5%	42.5%	68.7%	31.3%
Arriva Cymru Ltd	2.5%	0.1%	16.7%	25.0%	1.1%	4.4%	91.2%	8.8%	90.4%	9.6%	92.1%	7.9%	92.1%	7.9%
Arriva Durham County Ltd	2.8%	5.3%	N/A	N/A	0.0%	1.8%	88.7%	11.3%	94.9%	5.1%	94.9%	5.1%	94.9%	5.1%
Arriva Kent & Surrey Ltd	3.0%	0.5%	N/A	N/A	0.0%	0.0%	82.8%	17.2%	88.1%	11.9%	90.3%	9.7%	88.3%	11.7%
Arriva Kent Thameside Ltd	-7.0%	0.0%	N/A	N/A	0.0%	0.0%	80.9%	19.1%	88.7%	11.3%	87.9%	12.1%	82.4%	17.6%
Arriva London North Ltd	7.5%	10.1%	20.5%	17.6%	90.2%	82.7%	83.1%	16.9%	88.2%	11.8%	93.6%	6.4%	92.5%	7.5%
Arriva London South Ltd	6.7%	7.4%	13.5%	10.9%	91.9%	86.5%	80.5%	19.5%	81.6%	18.4%	89.7%	10.3%	90.8%	9.2%
Arriva Merseyside Ltd	3.1%	1.4%	N/A	N/A	1.9%	0.0%	87.8%	12.2%	96.1%	3.9%	93.9%	6.1%	94.5%	5.5%
Arriva Midlands Ltd	8.9%	7.7%	36.3%	36.3%	0.2%	1.4%	80.5%	19.5%	92.6%	7.4%	90.6%	9.4%	95.4%	4.6%
Arriva Midlands North Ltd	5.7%	10.7%	N/A	N/A	0.0%	0.0%	76.5%	23.5%	78.8%	21.2%	95.3%	4.7%	83.7%	16.3%

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 North West Ltd	6.1%	5.6%	-40.5%	-637.7%	2.4%	1.5%	86.8%	13.2%	93.7%	6.3%	96.6%	3.4%	92.3%	7.7%
Arriva Northumbria Ltd	2.1%	-0.2%	81.8%	0.0%	10.6%	10.3%	92.4%	7.6%	97.8%	2.2%	92.4%	7.6%	94.7%	5.3%
Arriva The Shires Ltd	5.1%	3.6%	-36.4%	-36.4%	0.2%	1.8%	83.8%	16.2%	90.8%	9.2%	91.9%	8.1%	94.2%	5.8%
Arriva Yorkshire Ltd	1.9%	2.8%	41.7%	0.0%	2.0%	5.1%	84.3%	15.7%	90.2%	9.8%	91.7%	8.3%	90.3%	9.7%
UK Trains reportable entities	22.0%	43.0%	19.1%	44.4%	8.4%	11.0%	60.7%	39.3%	72.7%	27.3%	87.4%	12.6%	86.7%	13.3%
Arriva Rail London Ltd	15.9%	37.1%	12.5%	0.0%	13.6%	17.8%	73.1%	26.9%	76.1%	23.9%	88.2%	11.8%	89.3%	10.7%
XC Trains Ltd	24.1%	45.9%	-29.3%	9.5%	0.4%	0.5%	54.2%	45.8%	61.4%	38.6%	81.0%	19.0%	84.5%	15.5%
London and North Western Railway Company Ltd	7.3%	29.8%	-6.6%	13.3%	5.0%	15.9%	71.4%	28.6%	85.7%	14.3%	95.7%	4.3%	84.3%	15.7%
The Chiltern Railway Company Ltd	22.7%	39.7%	67.3%	83.2%	16.2%	33.5%	60.8%	39.2%	78.3%	21.7%	92.5%	7.5%	91.6%	8.4%

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

Signed:



Alison O'Connor
Chief People Officer
Arriva Group