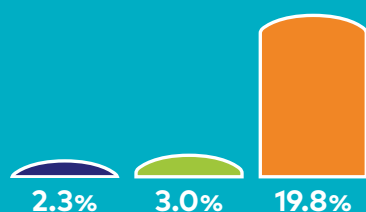
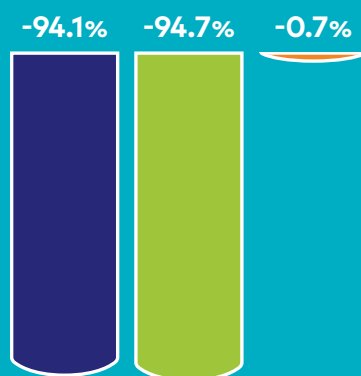


Summary of Arriva UK's 2024 gender pay gap

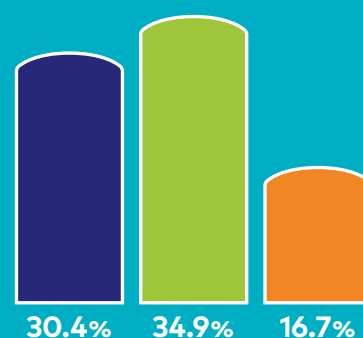
Pay gap mean



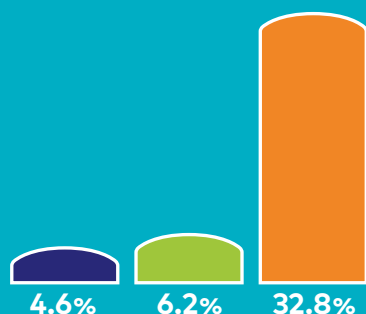
Bonus pay gap mean



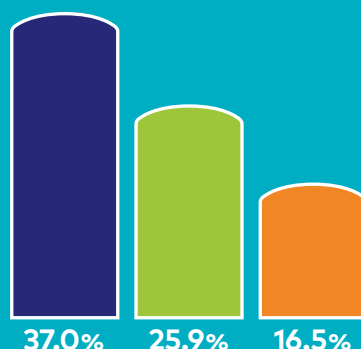
Males in receipt of bonus



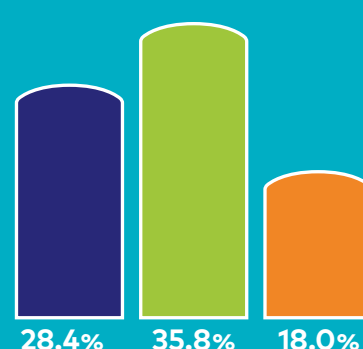
Pay gap median



Bonus pay gap median



Females in receipt of bonus



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

Quartile data

	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*	81.6%	18.4%	86.6%	13.4%	85.0%	15.0%	87.7%	12.3%
UK Bus	84.2%	15.8%	90.4%	9.6%	89.8%	10.2%	90.6%	9.4%
UK Trains	63.6%	36.4%	70.8%	29.2%	85.9%	14.1%	87.8%	12.2%

*Arriva operates 19 businesses in the UK which employ 250 or more people.

UK gender pay gap reporting data

	Pay gap		Bonus pay gap		In receipt of bonus		Quartile 1 Lowest hourly rates		Quartile 2		Quartile 3		Quartile 4 Highest hourly rates	
	Mean	Median	Mean	Median	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All reportable Arriva entities*	2.3 %	4.6 %	-94.1 %	37.0 %	30.4 %	28.4 %	81.6 %	18.4 %	86.6 %	13.4 %	85.0 %	15.0 %	87.7 %	12.3 %
Arriva Ltd	8.7 %	-13.8 %	47.6 %	28.7 %	23.4 %	34.5 %	76.6 %	23.4 %	67.2 %	32.8 %	60.9 %	39.1 %	65.2 %	34.8 %
UK Bus reportable entities	3.0 %	6.2 %	-94.7 %	25.9 %	34.9 %	35.8 %	84.2 %	15.8 %	90.4 %	9.6 %	89.8 %	10.2 %	90.6 %	9.4 %
Arriva UK Bus Ltd	31.9 %	40.0 %	-24.2 %	26.9 %	26.2 %	12.4 %	19.2 %	80.8 %	43.8 %	56.2 %	68.5 %	31.5 %	65.8 %	34.2 %
Arriva Cymru Ltd	6.5 %	3.3 %	0.0 %	0.0 %	0.0 %	0.0 %	89.9 %	10.1 %	86.6 %	13.4 %	89.1 %	10.9 %	95.0 %	5.0 %
Arriva Durham County Ltd	5.1 %	5.0 %	0.0 %	0.0 %	0.0 %	0.0 %	88.0 %	12.0 %	92.8 %	7.2 %	94.0 %	6.0 %	94.7 %	5.3 %
Arriva Kent & Surrey Ltd	4.3 %	0.0 %	100.0 %	100.0 %	1.7 %	0.0 %	83.1 %	16.9 %	92.7 %	7.3 %	86.3 %	13.7 %	89.0 %	11.0 %
Arriva Kent Thameside Ltd	2.7 %	1.2 %	-16.7 %	0.0 %	0.9 %	1.7 %	83.6 %	16.4 %	91.1 %	8.9 %	86.4 %	13.6 %	90.2 %	9.8 %
Arriva London North Ltd	8.2 %	9.0 %	9.4 %	40.5 %	90.5 %	86.2 %	82.4 %	17.6 %	89.2 %	10.8 %	92.4 %	7.6 %	93.0 %	7.0 %
Arriva London South Ltd	6.2 %	6.3 %	16.4 %	12.8 %	96.8 %	94.9 %	79.2 %	20.8 %	86.7 %	13.3 %	89.6 %	10.4 %	89.9 %	10.1 %
Arriva Merseyside Ltd	3.4 %	3.7 %	0.0 %	0.0 %	0.0 %	0.0 %	89.7 %	10.3 %	93.9 %	6.1 %	94.2 %	5.8 %	93.9 %	6.1 %
Arriva Midlands Ltd	6.4 %	9.8 %	-578.5 %	-2875.0 %	3.7 %	1.6 %	84.2 %	15.8 %	91.8 %	8.2 %	93.8 %	6.2 %	94.0 %	6.0 %
Arriva Midlands North Ltd	6.3 %	6.7 %	0.0 %	0.0 %	0.0 %	0.0 %	78.9 %	21.1 %	85.5 %	14.5 %	93.4 %	6.6 %	88.5 %	11.5 %

UK gender pay gap reporting data

Continued

	Pay gap		Bonus pay gap		In receipt of bonus		Quartile 1 Lowest hourly rates		Quartile 2		Quartile 3		Quartile 4 Highest hourly rates	
	Mean	Median	Mean	Median	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Arriva North West Ltd	3.9%	2.3%	100.0%	100.0%	0.5%	0.0%	87.7%	12.3%	95.5%	4.5%	94.2%	5.8%	92.4%	7.6%
Arriva Northumbria Ltd	8.2%	5.4%	0.0%	0.0%	0.0%	0.0%	83.3%	16.7%	88.5%	11.5%	98.7%	1.3%	94.9%	5.1%
Arriva The Shires Ltd	8.7%	7.4%	74.1%	83.3%	1.0%	1.5%	82.5%	17.5%	92.4%	7.6%	95.3%	4.7%	95.4%	4.6%
Arriva Yorkshire Ltd	-1.6%	1.2%	100.0%	100.0%	0.1%	0.0%	88.0%	12.0%	88.5%	11.5%	88.0%	12.0%	91.1%	8.9%
UK Trains reportable entities	19.8%	32.8%	-0.7%	16.5%	16.7%	18.0%	63.6%	36.4%	70.8%	29.2%	85.9%	14.1%	87.8%	12.2%
Arriva Rail London Ltd	16.1%	44.8%	6.9%	0.0%	38.1%	43.2%	72.5%	27.5%	75.9%	24.1%	88.0%	12.0%	88.8%	11.2%
XC Trains Ltd	21.4%	25.5%	-117.1%	4.8%	1.5%	2.4%	54.6%	45.4%	61.8%	38.2%	76.6%	23.4%	89.4%	10.6%
London and North Western Railway Company Ltd	6.0%	29.3%	-19.3%	-22.2%	4.5%	15.2%	72.7%	27.3%	85.7%	14.3%	96.1%	3.9%	87.2%	12.8%
The Chiltern Railway Company Ltd	17.6%	28.8%	83.6%	74.1%	13.9%	29.2%	67.7%	32.3%	73.7%	26.3%	92.7%	7.3%	88.5%	11.5%

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

Signed:



Alison O'Connor
Chief People Officer
Arriva Group