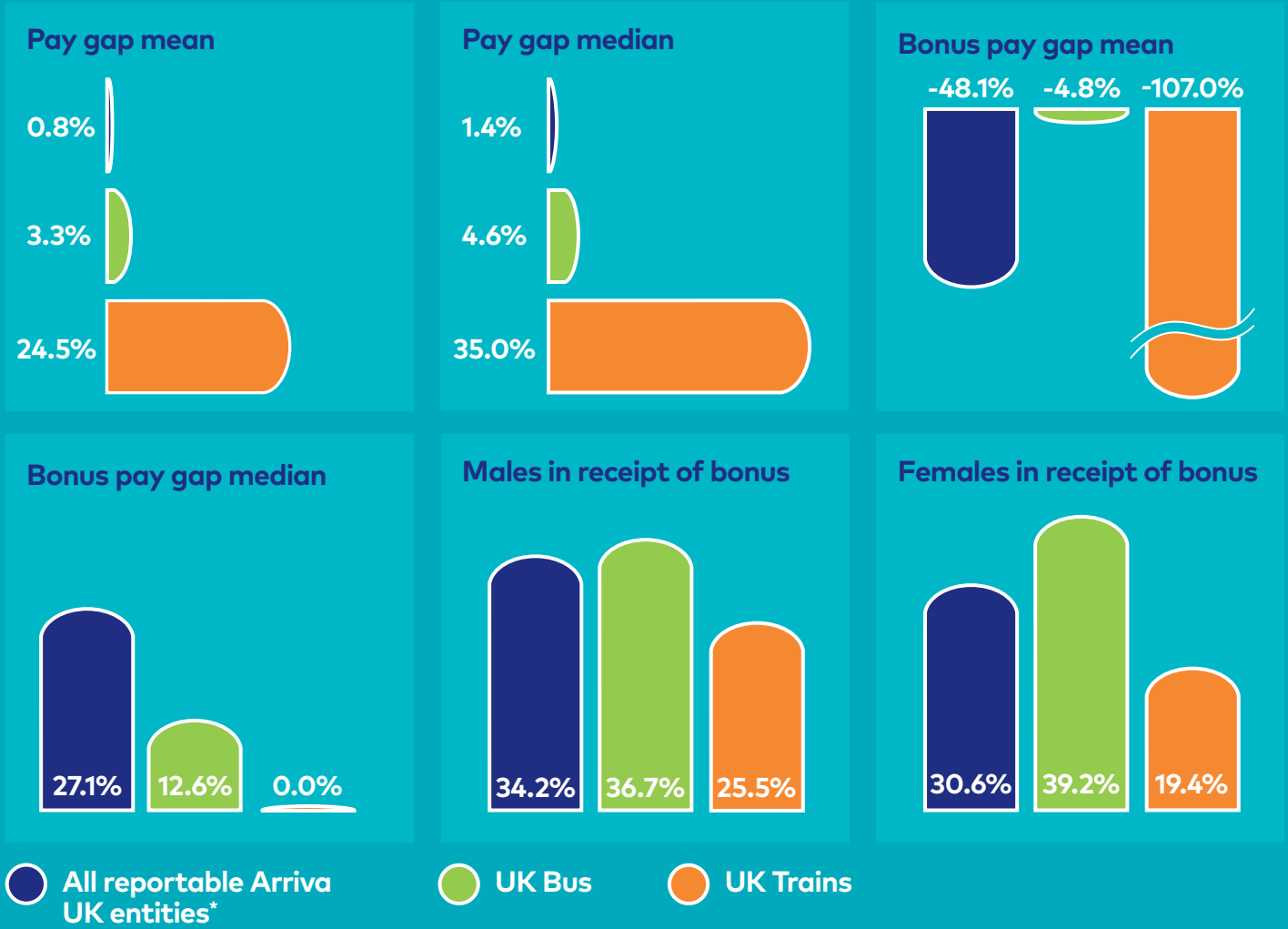


# Summary of Arriva UK's 2021 gender pay gap



### 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	85.6%	14.4%	86.9%	13.1%	85.7%	14.3%	88.3%	11.7%
UK Bus	88.2%	11.8%	90.1%	9.9%	90.9%	9.1%	91.8%	8.2%
UK Trains	62.5%	37.5%	72.2%	27.8%	85.0%	15.0%	90.5%	9.5%

# 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)
<b>All reportable Arriva entities</b>	0.8%	1.4%	-48.1%	27.1%	34.2%	30.6%	85.6%	14.4%	86.9%	13.1%	85.7%	14.3%	88.3%	11.7%
<b>Arriva plc</b>	11.6%	9.1%	53.4%	-6.7%	32.3%	28.1%	58.4%	41.6%	59.7%	40.3%	61.0%	39.0%	67.1%	32.9%
<b>UK Bus reportable entities</b>	3.3%	4.6%	-4.8%	12.6%	36.7%	39.2%	88.2%	11.8%	90.1%	9.9%	90.9%	9.1%	91.8%	8.2%
Arriva Cymru Ltd	4.5%	2.2%	N/A	N/A	5.6%	0.0%	86.4%	13.6%	95.2%	4.8%	91.2%	8.8%	93.0%	7.0%
Arriva Durham County Ltd	1.2%	0.3%	-69.6%	-123.3%	1.9%	3.2%	92.4%	7.6%	91.8%	8.2%	93.5%	6.5%	92.9%	7.1%
Arriva Kent & Surrey Ltd	5.8%	1.7%	-91.7%	0.0%	5.1%	6.9%	81.9%	18.1%	89.6%	10.4%	88.6%	11.4%	90.8%	9.2%
Arriva Kent Thameside Ltd	7.1%	2.0%	83.7%	85.0%	0.4%	1.5%	87.5%	12.5%	88.2%	11.8%	85.6%	14.4%	93.2%	6.8%
Arriva London North Ltd	6.5%	8.9%	-3.3%	23.8%	95.5%	92.1%	84.3%	15.7%	90.1%	9.9%	91.6%	8.4%	93.9%	6.1%
Arriva London South Ltd	6.6%	7.6%	10.8%	14.9%	94.0%	90.9%	80.5%	19.5%	88.0%	12.0%	89.2%	10.8%	89.6%	10.4%
Arriva Merseyside Ltd	3.4%	3.6%	-43.2%	-49.7%	7.0%	2.0%	89.8%	10.2%	93.5%	6.5%	95.3%	4.7%	95.6%	4.4%
Arriva Midlands Ltd	6.7%	9.4%	13.6%	-96.6%	3.0%	4.5%	85.4%	14.6%	87.0%	13.0%	92.4%	7.6%	93.1%	6.9%
Arriva Midlands North Ltd	3.5%	5.4%	19.7%	8.5%	1.7%	2.9%	83.2%	16.8%	81.2%	18.8%	88.1%	11.9%	87.1%	12.9%
Arriva North West Ltd	0.8%	4.8%	-50.7%	-1489.6%	6.8%	4.4%	88.8%	11.2%	94.6%	5.4%	95.5%	4.5%	92.0%	8.0%

# 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	-0.4%	0.1%	-59.2%	-133.9%	2.8%	3.8%	96.5%	3.5%	94.8%	5.2%	95.7%	4.3%	96.6%	3.4%
Arriva The Shires Ltd	2.4%	3.1%	-45.4%	-94.1%	0.8%	3.9%	89.3%	10.7%	90.4%	9.6%	92.0%	8.0%	94.7%	5.3%
Arriva Yorkshire Ltd	-0.1%	0.9%	-112.3%	0.0%	2.6%	5.1%	89.2%	10.8%	86.9%	13.1%	89.7%	10.3%	92.5%	7.5%
<b>UK Trains reportable entities</b>	<b>24.5%</b>	<b>35%</b>	<b>-107.0%</b>	<b>0.0%</b>	<b>25.5%</b>	<b>19.4%</b>	<b>62.5%</b>	<b>37.5%</b>	<b>72.2%</b>	<b>27.8%</b>	<b>85.0%</b>	<b>15.0%</b>	<b>90.5%</b>	<b>9.5%</b>
Arriva Rail London Ltd	16.2%	40.2%	-143.8%	0.0%	62.8%	48.9%	74.5%	25.5%	75.9%	24.1%	89.4%	10.6%	90.3%	9.7%
XC Trains Ltd	27.8%	17.9%	5.0%	14.7%	1.4%	2.2%	55.1%	44.9%	63.4%	36.6%	73.0%	27.0%	93.4%	6.6%
London and North Western Railway Company Ltd	10.4%	29.0%	36.8%	23.7%	0.8%	7.3%	69.6%	30.4%	89.9%	10.1%	97.1%	2.9%	86.1%	13.9%
The Chiltern Railway Company Ltd	23.9%	34.5%	45.2%	80.3%	16.6%	32.9%	63.1%	36.9%	73.8%	26.2%	91.1%	8.9%	95.3%	4.7%

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

Signed:



**Alison O'Connor**  
Chief People Officer  
Arriva Group