

2018 Gender Pay Gap Reporting

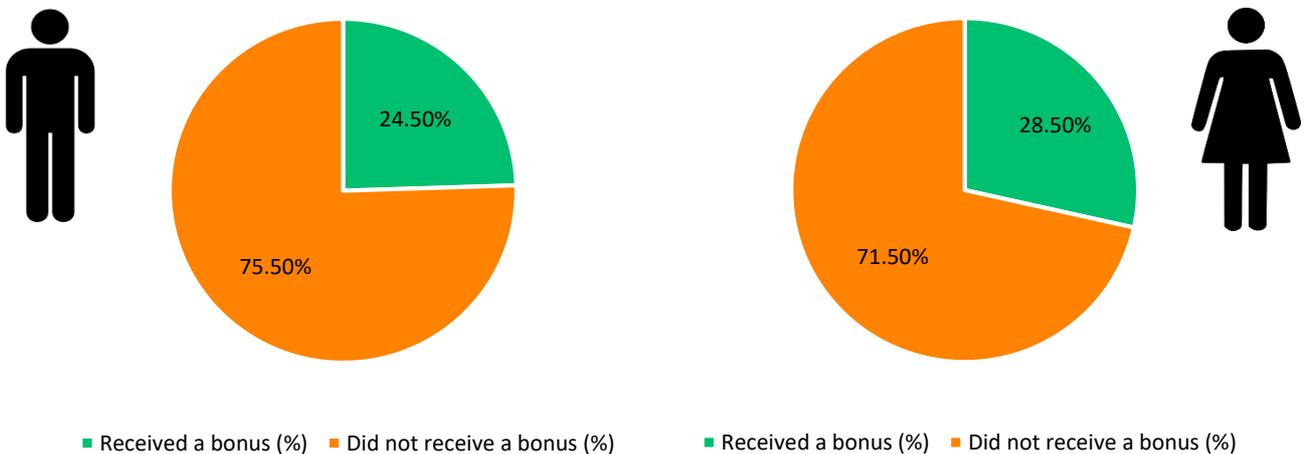
West Midlands Trains are committed to eliminating discrimination and encouraging diversity amongst our workforce, which will be truly representative of all sections of society.

Pay & Bonus Gap

| | Difference Between Men and Women | |
|-------------|----------------------------------|--------|
| | Mean | Median |
| Hourly Rate | 16.6% | 14.3% |
| Bonus Paid | -0.6% | 11.2% |

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in the year up to April 2018.

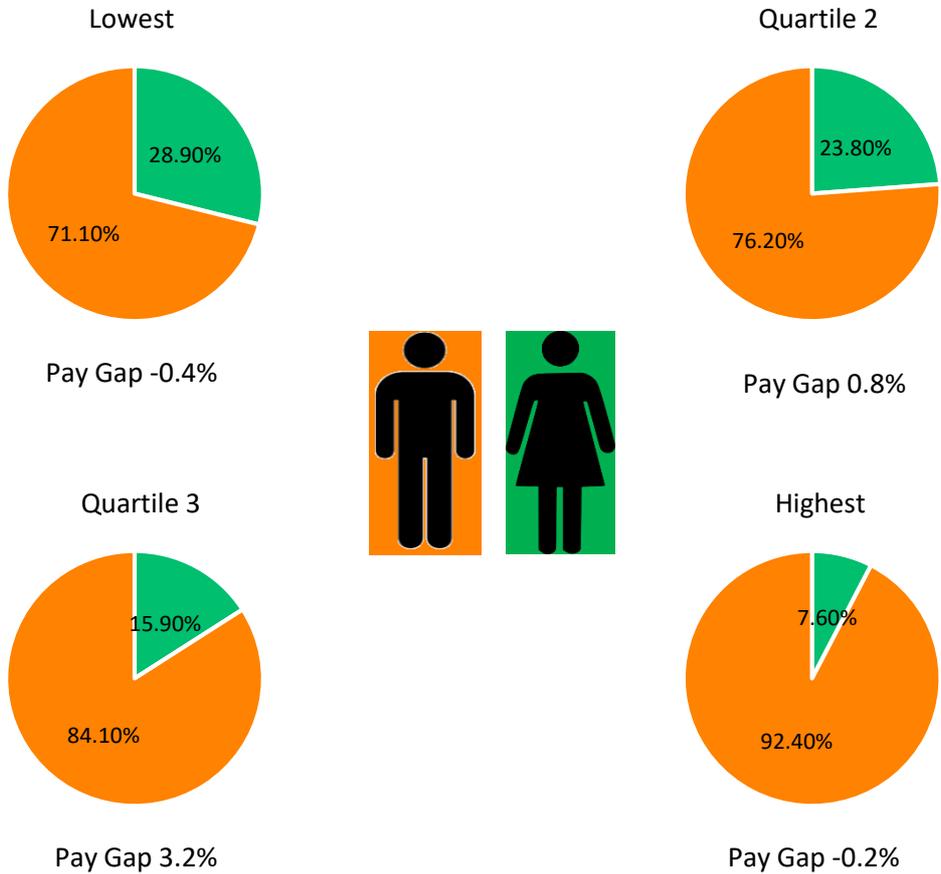
Proportion of colleagues awarded a bonus up to April 2018



This shows a 4% difference between men and women being paid a bonus.

Pay Quartiles

The below charts highlight the gender distribution at West Midlands Trains across four equally sized quartiles, each containing just over 647 colleagues.



West Midlands Trains is an employer of choice for the local area and is committed in ensuring all our employees are rewarded equally and fairly, irrespective of their Gender or any other protected characteristic.

Whilst we have a mean differential of 16.6% between genders, the majority of our salaries are achieved through collective bargaining with our 4 trade unions, meaning that male and female colleagues are on the same rate of pay where they undertake the same role. As part of our equality, diversity and inclusion strategy we are working towards Investors in Diversity accreditation and are committed to attracting more females into our higher paid operational and senior management roles.

I can confirm that the data report is accurate.

Adrian Thompson
Human Resources Director