

# gender pay gap

2023 report



## intro

I'm pleased to present **trentbarton's** report based on the UK's gender pay reporting requirements. **trentbarton** is committed to creating a culture that values and champions team members that put our customers' needs first, regardless of their gender or background. This has meant trentbarton has one of the most diverse teams in the transport industry.

We have a mean gender pay gap of 7.8% and a median gender pay gap of 1.8%, which sits comfortably below the national average.

We will continue to improve diversity and equality across the whole organisation, so we can better represent the communities we serve.



Tom  
**Managing Director**

## what is the gender pay gap?

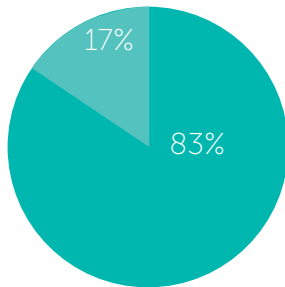
A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

*It is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.*

## pay quartiles

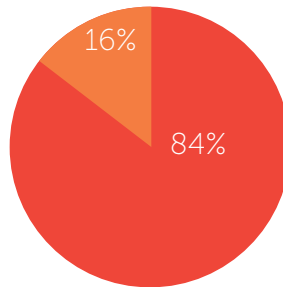
Under the relevant regulations, we are required to report on each employing entity within our group which has more than 250 UK employees.

### 1st quartile (lower)



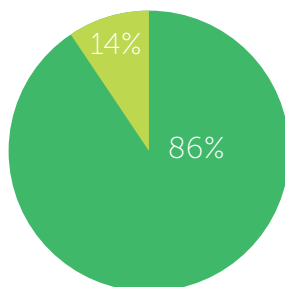
■ male ■ female

### 2nd quartile



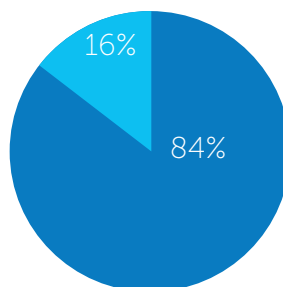
■ male ■ female

### 3rd quartile



■ male ■ female

### 4th quartile (upper)



■ male ■ female

Each quartile contained 220 team members.

# 7.8%

the **mean** average gender pay gap in trentbarton

# 1.8%

the **median** average gender pay gap in trentbarton

Our gender pay gap can be directly linked to the gender split between men and women in every quartile rather than any difference in rate of pay.