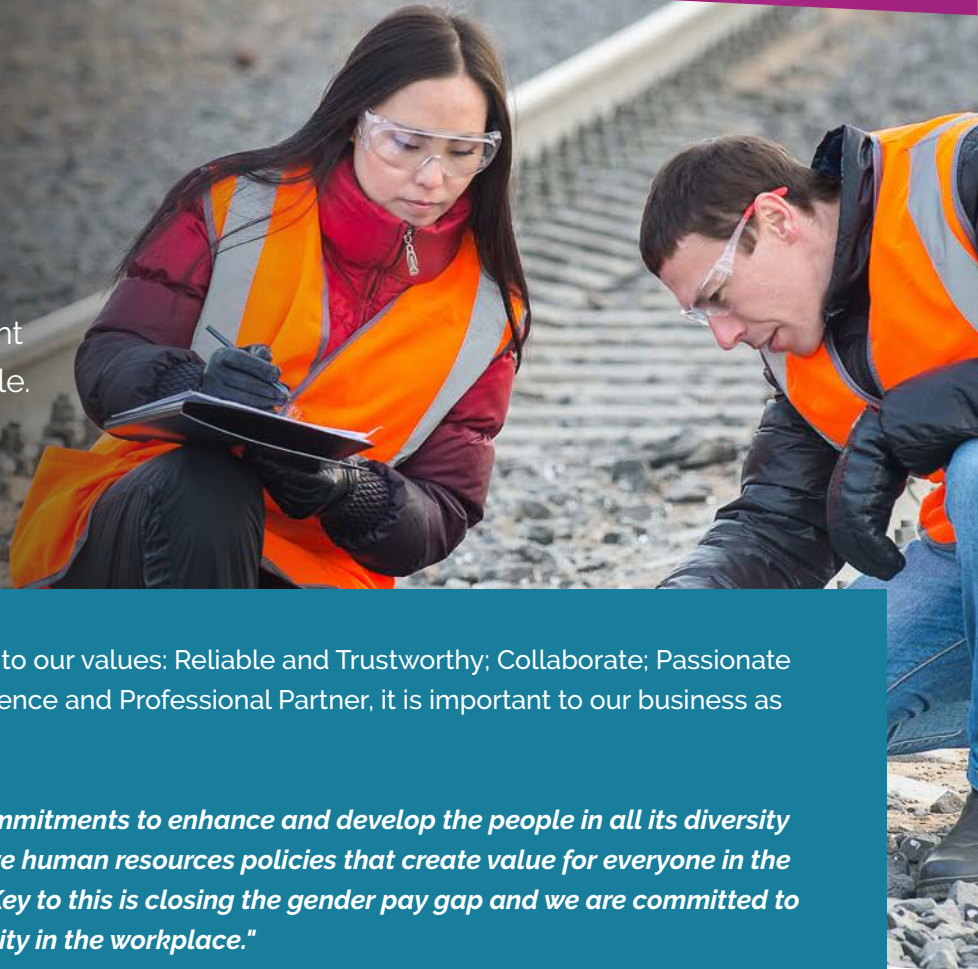


Gender Pay Gap Report

Gemini Rail Group believes that talent is crucial to the success of our people. We are committed to building a culture that is inclusive and enables everyone to do their best work.



This commitment is not only central to our values: Reliable and Trustworthy; Collaborate; Passionate Commitment; Demonstrate Competence and Professional Partner, it is important to our business as diversity drives innovative thinking.

"The Gemini HR vision reflects its commitments to enhance and develop the people in all its diversity by implementing open and innovative human resources policies that create value for everyone in the company along with its customers. Key to this is closing the gender pay gap and we are committed to gender equality and equal opportunity in the workplace."

This statement has been published in accordance with the Gender Pay Gap Reporting regulations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which came into force on 6th April 2017. This legislation requires UK employers with 250 or more employees to publish annual statutory calculations (snapshot date at 5 April 2017) sharing the pay gap between male and female employees.

This is an incredibly important step forward. If companies are transparent about pay, and identify the root causes of any pay gap, they can find the solutions they need to build businesses that reflect society.

At Gemini Rail Services, we welcome the UK Government's Gender Pay Gap reporting initiative. We want to ensure that everyone, regardless of their background, sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability has an equal opportunity to thrive.

The data in this report covers Gemini Rail Services UK Ltd.

The ordinary pay figures include the hourly rate for each relevant employee, as defined by the legislation. This includes base salary and other allowances. The bonus figures include both individual and company performance-based bonus payments received over the previous 12 months.

What is the gender pay gap?

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work. This is a legal requirement in the UK and an important matter of principle that Gemini Rail Group is committed to and abides by.

Gender pay gap reporting

An overview

As of April 2017, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually, using six different measures:

- **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period.
- **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

Our results

Gemini Rail Services UK Ltd is a company owned by Mutares AG, the company specialises in providing products and services to the UK Rail Industry. The products and services offered by Gemini Rail Services UK Ltd include the Maintenance and Overhaul to the UK Rolling Stock, Spares and Components and Technical Services including Engineering Design and Turnkey solutions. Gemini Rail Services UK Ltd forms part of the Gemini Rail Group and customers are generally the owners or the Operators of the UK Rolling Stock.

This sector has historically had a significantly higher proportion of male employees, particularly in manufacturing roles. Our industry is reliant on qualified engineering applicants from schools, higher education and universities. Whilst applications from women into engineering disciplines at university have increased in recent years, they remain at 26.8% for general engineering.*

*Source: Engineering UK 2017 Annual Report, "The State of Engineering"

Encouraging more women to pursue careers in engineering and manufacturing is a significant challenge across the industry in the UK. Gemini Rail Group is committed to working with UK Government, industry and professional bodies to support initiatives which promote this. We aim to increase the number of women we recruit by being proactive in this area.

Our year two data explored

Difference between men and women		
Gender pay in hourly pay	2017	2018
Mean	-13.05%	-4.12%
Median	-28.47%	-16.64%

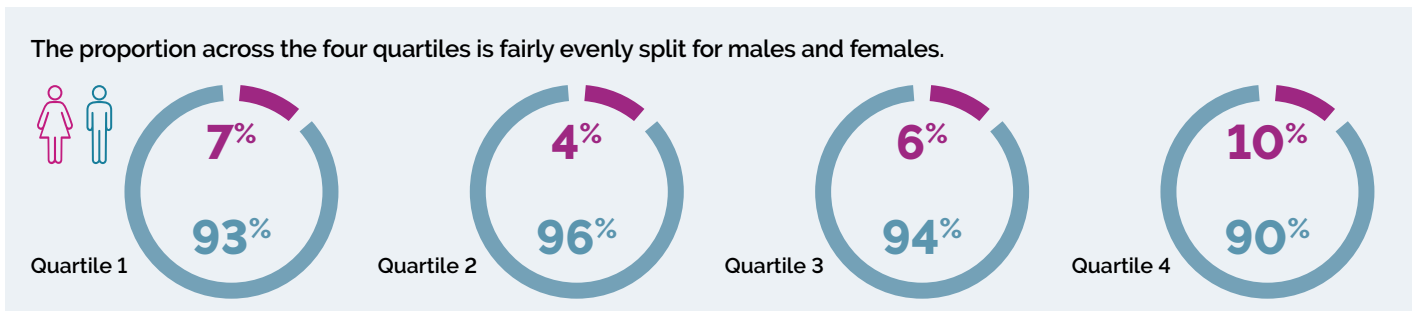
The predominantly male manufacturing population comprises 93.1% of our full pay relevant employees, which is evenly spread throughout the pay scales. In 2017, the spread of females across the same pay scales was focussed more towards the higher end. In 2018, this has become more even with the addition of females in a more even distribution.

Difference between men and women		
Bonus Gap	2017	2018
Mean	10.92%	0.70%
Median	12.51%	15.83%



The average gender pay gap shows that the average pay for a female is 4.12% higher than for a male. However, this is because the distribution of females in the company is more towards the higher end of the pay scale.

This has become more even compared to previous year which was 13.05% higher and can be seen in the Quartile graphs below.



Below shows the progress that has been made since the last report submitted: ● 2018 ● 2017



What are the underlying causes of the gender pay gap?

It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits benchmarks at regular intervals
- provides regular equal pay training for all managers and other employees who are involved in pay reviews and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Gemini Rail Group is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Encouraging more women to pursue careers in engineering is recognised in the industry as a significant challenge, and a priority, across the whole UK rail sector.

“Our Leadership team are accountable for promoting diversity and inclusiveness within our business, with this in mind we wish to enable and encourage a higher proportion of women to take on leadership positions in Gemini Rail Services”

Tim Jenkins
CEO, Gemini Rail Group

Our commitment to closing the gap

Gemini Rail Group believes that our gender balance will change as we address all aspects of diversity.

The proportion of Gemini Rail Services female employees used in the statistics is 6.9% and we are committed to advancing women in the workplace. This also includes more involvement in Women in Engineering initiatives.

We are actively involved in a number of activities to promote and encourage engagement in STEM (Science, Technology, Engineering & Maths) to young people of all genders and we have formed relationships with local schools and colleges.

We are focusing on these three areas that cover how we engage employees, how we make the most of progression opportunities and how we retain the best talent within Gemini Rail Group

1. Recruitment

We recognise the importance of ensuring we have a pool of the best candidates from all backgrounds to apply for roles at Gemini Rail Group, at every level.

- We firmly believe in appointing the best candidate for the job and take all aspects into consideration during our recruitment processes.
- We will ensure that we continually review and appraise all of our recruitment policies and processes, eliminating any potential for bias and supporting leaders to make inclusive decisions.

2. Training, development and progression

Ensuring our talented people have every opportunity to succeed and progress their careers will allow them to fulfil their potential and help close the gender pay gap.

- We will continue to invest in leadership talent development, with a new leadership development programme being developed. Our aim is career progression (not just development) and making sure we have a higher number of women in senior roles.
- We will ensure there is visibility of all training and development opportunities.
- We will continue to recruit and develop high potential women through our graduate and apprenticeship programmes.
- We will ensure that we monitor and review our succession planning processes.
- We will continue to ensure we have adequate numbers of mentors available with the appropriate training given.

3. Retention

Balancing home and work commitments is becoming increasingly challenging for people which we acknowledge and provide support in order to retain the people and skills that are vital to the success of Gemini Rail Group.

- We will continue to explore smarter and flexible ways of working to meet our employees and customers' needs.
- We have introduced some policy changes in the UK to ensure we remain competitive within the market place with regards to maternity, paternity and parental leave policies.
- We will continue to support our leaders and employees to eliminate bias from all of our processes.
- We will focus on retaining our maternity and paternity returners: for example we have had 100% success in this area in the last year.
- We will ensure that all managers receive the required training on all our policies.
- We will further develop our family friendly policies to include supporting parents.

What next?

Gemini Rail Group encourages and fosters an inclusive, collaborative culture. We value the different perspectives from around our business. From recruiting, helping our employees move around our business or supporting progression, we will focus on talent and potential, to find the best candidates from a diverse talent pool. Change in an organisation can only happen when its people think and act differently; everyone has a role to play.

None of these initiatives will, in itself, remove the gender pay gap and it may take several years before some have any impact at all. In the meantime, Gemini Rail Group is committed to reporting on an annual basis on what it is actively doing to reduce the gender pay gap and will update on progress.

We confirm that the gender pay gap data contained in this report is accurate.



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