



Tower Transit Operations Limited Gender Pay Gap Statement – 2017

Legislation requires companies with over 250 employees to publish gender pay. The information given in the charts and tables below is precisely what is required by government, and the methods of calculation used are exactly as stipulated by the legislation.

Two sorts of averages are required to be shown - mean and median. Tower Transit's mean average shows a pay gap of 1.6% in favour of women, and the median average shows 1.2% in favour of men.

For information, at the time of publication, according to the Office for National Statistics the UK median average gender pay gap is 18.1% in favour of men.

Please note that Tower's figures do not mean that women are paid more than men for doing the same job or vice versa. Tower Transit of course complies with the Equality Act 2010, and nobody gets paid differently for doing exactly the same job solely because they are a woman or a man. The percentage differences shown in the analysis are mainly a function of the gender pay gap stipulated requirements which do not compare women and men doing the same job - they require us to publish total figures for all the women we employ versus all the men we employ, regardless of the fact that they do different jobs. A key factor that affects Tower Transit's percentages is essentially that men make up the vast majority of our front-line workers, which themselves account for a large majority of our total workforce.

In a similar way, the bonus figures are also required to be calculated on a total woman versus total men basis. They do not mean that people do or don't get a bonus, or get a different amount of bonus, simply because of their sex. Key factors driving the percentage differences at Tower are that there are more men than women in jobs that are eligible to receive a bonus, and in roles where the potential amounts are higher.

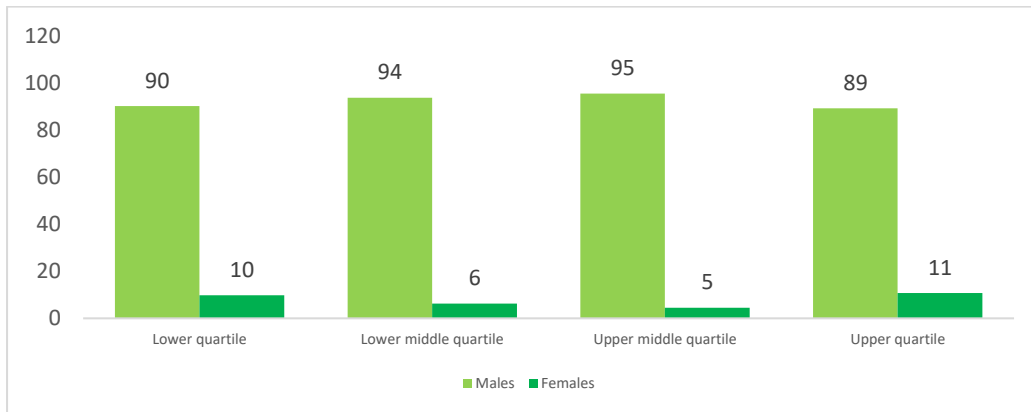
Tower Transit has clear and objective methods for determining bonus amounts, and nobody receives more or less bonus for the same performance in the same job, solely because they are a woman or a man.

Charlie Beaumont
Chief Operating Officer

PAY

Gender Pay Gap	
Mean average	Median average
-1.6	1.2

Proportion of males and females in each quartile pay band (%)



BONUS

Gender Bonus Gap	
Mean average	Median average
24.7	3.4

Proportion of males and females who received a bonus payment

