



## **Tower Transit Operations Limited Gender Pay Gap Statement – 2018**

Legislation requires companies with over 250 employees to publish their gender pay gap. 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 – for pay and for bonus.

For pay, Tower Transit's mean average shows a pay gap of 0.5% and the median average shows a gap of 0.7 %, both 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 18.4%.)

For bonus payment amounts, Tower Transit's mean average shows a Gender Bonus gap of 0.8% and the median average shows a gap of 2.2%, both in favour of women.

Please note that Tower's figures do not mean that men are paid more than women 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.

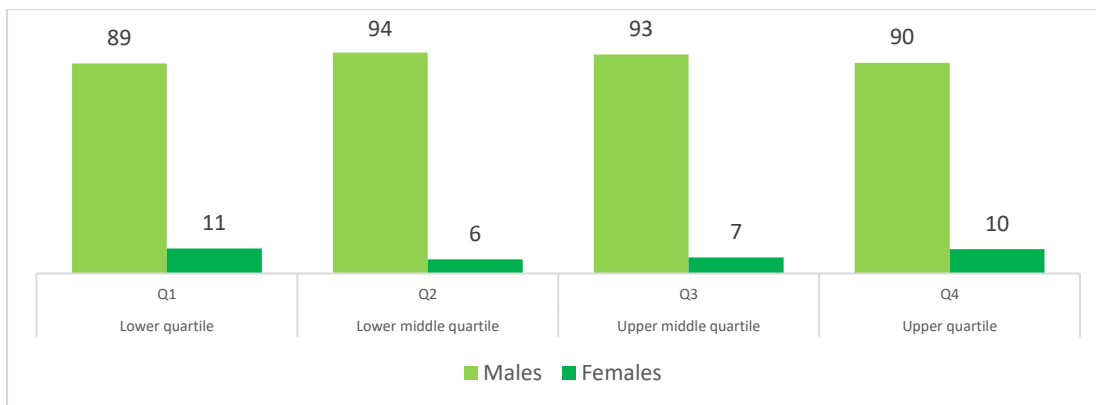
In a similar way, the bonus figures do not mean that people do or don't get a bonus, or get a different amount of bonus, simply because of their gender. Key factors driving the percentage differences at Tower Transit are that there are more men than women in jobs that are eligible to receive a bonus (e.g. Drivers), and that more women are in jobs where the potential bonus 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 – total men to total women	
Mean average	Median average
0.5	0.7

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



**BONUS**

Gender Bonus Gap – men to women	
Mean average	Median average
-0.8	-2.2

**Proportion of males and females who received a bonus payment**

