

**CAF Rail UK Gender Pay Gap Report - April 2024**

		TOTAL HOURLY	NO MALES		MEAN HOURLY RATE	
MEAN	MALE	7371.88	305		24.17	
MEAN	FEMALE	724.58	36		20.13	
<b>16.73</b>	<b>% MEAN GENDER PAY GAP</b>					
MEDIAN	MALE				23.22	
MEDIAN	FEMALE				18	
<b>22.48</b>	<b>% MEDIAN GENDER PAY GAP</b>					
QUARTILE PAY BAND	MALE NO	FEMALE NO	TOTAL	MALE %	FEMALE %	
LOWER	61	24	85	71.76	28.24	
LOWER MIDDLE	81	4	85	95.29	4.71	
UPPER MIDDLE	83	3	86	96.51	3.49	
UPPER	80	5	85	94.12	5.88	
TOTAL	305	36	341	357.69	42.31	
				89.42	10.58	% TOTAL

**Comments and Notes**

The mean gender pay gap increased from April 23 to April 24, as sadly our two highest paid female colleagues left the business and have taken up employment within one of our competitors. Although employed in CAF Rail UK, a UK subsidiary within the CAF group, they were part of a team who reported to a functional manager in group.

The median gender pay gap shrunk once more and continues to drop as the median salary for female employees rose by over 9%

The mean hourly rate of female colleagues reduced slightly, driven by the departure of the two female colleagues between April 23 and April 24.

CAF Rail UK remain committed to encouraging more females into the business, which is a widely acknowledged challenge within the UK railway industry, and our EDI working group continues to support the business in this regard.



**Iain Taylor**  
**Head of HR & Support Services**  
**On Behalf of CAF Rail UK**