



Gender Pay Gap Report

April 2020



Rail infrastructure, engineering & training specialists

QTS Group is one of the UK's leading rail contractors, providing specialist services in rail engineering, infrastructure & training.

We provide specialist services in:

- Vegetation Management
- Drainage Services
- Fencing
- Training
- Civil Engineering
- Earthworks
- Geotechnical Services
- Industrial Rope Access
- Specialist Plant Fleet Hire

Our clients include major organisations across the rail, utilities, construction and public sectors.

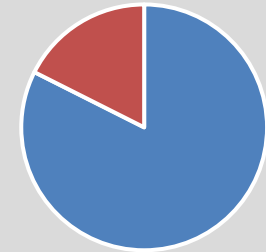


At a glance...our gender pay gap

Mean	Median
Gender Pay Gap	
37.27%	37.60%
Gender Bonus Gap	
49.43%	-12.50%

Proportion of employees who receive a bonus	
Male – 68.53%	Female – 72.13%

Gender Balance



■ Male ■ Female

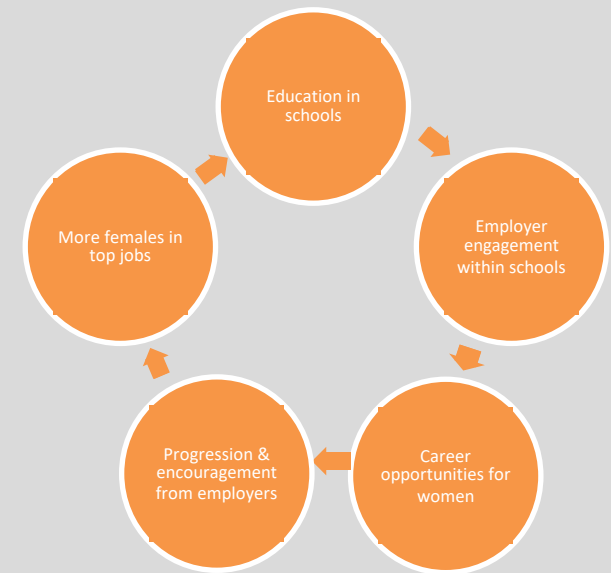
Total workforce - 347
 286 men – 82%
 61 women – 18%

Proportion of male and female in each pay quartile

Male	Female	Male	Female	Male	Female	Male	Female
56.41%	43.59%	79.49%	20.51%	92.31%	7.69%	97.50%	2.50%
Lower		Lower Middle		Upper Middle		Upper	

What is QTS doing to address the gender pay gap?

- QTS remains fully committed to the principle of equality in the workplace and has a clear policy to remunerate employees equally for the same or equivalent role
- QTS recognises that the industry in which it operates has historically been male dominated with many roles falling within construction site base staff
- Traditionally, engineering and construction are perceived as male roles, which consequently means that many jobs are occupied by men
- There is no quick win to close this gap, we need sustained focus on increasing the awareness of the opportunities that both female and male employees can have in this sector. We have created social media content around female employees and their career journey through QTS.



Women in Rail

- QTS continues its commitment to Women in Rail Scotland and has two female employees on the steering group for Women in Rail
- Training Director, Lorna Gibson, and Marketing Manager, Lisa McGhee, are active participants in the group which organises events across Scotland
- QTS also sponsored the official launch of the group and supports members from QTS in going to events. QTS also hosted the summer BBQ event, which saw Training Director, Lorna, present to the group on her career in rail.
- Women in Rail helps to support young people into a career in rail and provides valuable networking opportunities with other likeminded individuals
- Women in Rail is committed to improving the diversity of the sector, an ethos which QTS is firmly aligned with



Education

- QTS is committed to encouraging young women into STEM careers and is working hard to ensure that the next generation of school leavers are being educated and made aware of the opportunities that exist within this sector
- Our team regularly visits primary and secondary schools to talk about careers in the rail industry and engineering and also has conducted mock interviews with partner schools
- QTS also has produced collateral to showcase the railway industry as a valuable place to work and learn, with a focus on encouraging more women to get involved
- Our bid writer, Fiona, mentored a team from Lesmahagow Academy as part of the Go4Set initiative, with the team gender ratio was 50/50
- We were also involved with the Engineering Education Scheme with Strathaven Academy, where there was one female in the team of six



Progression

- Across the QTS Group, 40 members of staff are carrying out traditional apprentices, modern apprenticeships, professional qualifications and undergraduate courses
- **18** of these are female, 22 are male
- Women are not discriminated against when it comes to promotions and opportunities that arise within the company. Every request is considered, regardless of age, gender or ethnicity.

However, the new applications for apprenticeships, and for the majority of site based jobs, are still predominately coming in from male applicants. This is why the education on encouraging females into the industry is so important



Women in Sport

- Outwith the rail industry, QTS is also a big supporter of Scottish women in sport
- We sponsor a variety of athletes across different disciplines in sport through Scotland including ice dancing, athletics and alpine skating
- We have also recently taken on a young road racing motorcyclist – one of the only in the UK
- QTS is also a proud sponsor of FC Kilmarnock Ladies and also sponsor Ayr Storm basketball team which actively encourages young women into the sport

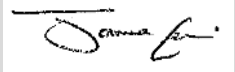


YPI

- QTS is a proud sponsor of the Youth & Philanthropy Initiative in the Ayrshire area
- This programme helps both male and female students choose a social cause in the local area that affects their local community, identify a charity and put together a presentation to help secure that charity a £3,000 grant
- QTS has spent a year working to mentor pupils across high need schools, where the QTS group has a higher ratio of women involved in the professional mentoring than men



Authorised signature

A handwritten signature in black ink, appearing to read 'Jamie Lewis', enclosed in a white rectangular box.

Jamie Lewis, Financial Director

QTS