



Gender Pay Gap Report

April 2022

Rail infrastructure, engineering, electrification & training specialists

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

We provide specialist services in:

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

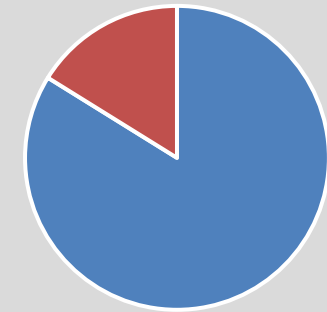
Our clients include major organisations across the rail, utilities, construction and public sectors.



At a glance...our gender pay gap

Mean	Median
Gender Pay Gap	
30.58%	30.60%
Gender Bonus Gap	
73.86%	0.00%

Proportion of employees who receive a bonus	
Male - 75.57%	Female - 95.38%



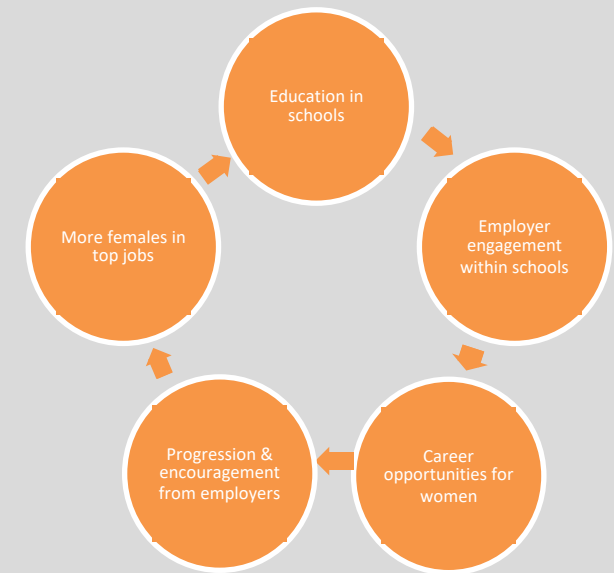
Total workforce - 426
Men - 362
Women - 64

Proportion of male and female in each pay quartile

Male	Female	Male	Female	Male	Female	Male	Female
62.62%	37.38%	86.92%	13.08%	93.40%	6.60%	97.17%	2.83%
Lower		Lower Middle		Upper Middle		Upper	

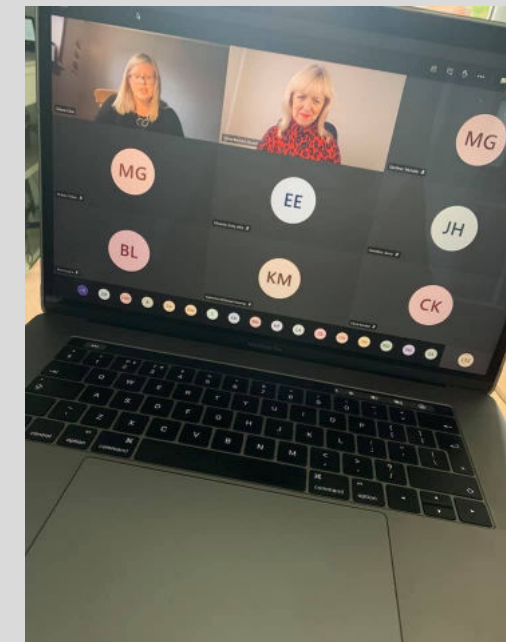
What is QTS doing to address the gender pay gap?

- There is no doubt that the COVID 19 pandemic has had a negative effect on our ability to engage with schools, young people and recruitment events as we have done in the past
- 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
- We recognise 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. We find that our applications for site based jobs are almost exclusively applied to by men.



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
- Although COVID has restricted face to face events, the committee has continued on with some successful online events across Scotland
- Training Director, Lorna Gibson, is now the the Chair of Women in Rail Scotland and Head of Marketing, Lisa McKellar, remains an active participant in the group which organises events across Scotland
- 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.
- COVID 19 has made it difficult to do so in the traditional face to face sense, but remain committed to ensuring young women are aware of the great opportunities that are available in the rail industry
- QTS is also the partner for business for Strathaven Academy and two of our female staff lead that liaison with the school, hosting mock interviews and attending career days.



Progression

- Across the QTS Group, 19 members of staff are carrying out traditional apprentices, modern apprenticeships, professional qualifications and undergraduate courses
- 3 of these are female, 16 are male
- Women are not discriminated against when it comes to promotions and opportunities that arise within the company. Every application is considered, regardless of age, gender or ethnicity, and is filled purely on skillset and suitability for the job role.

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



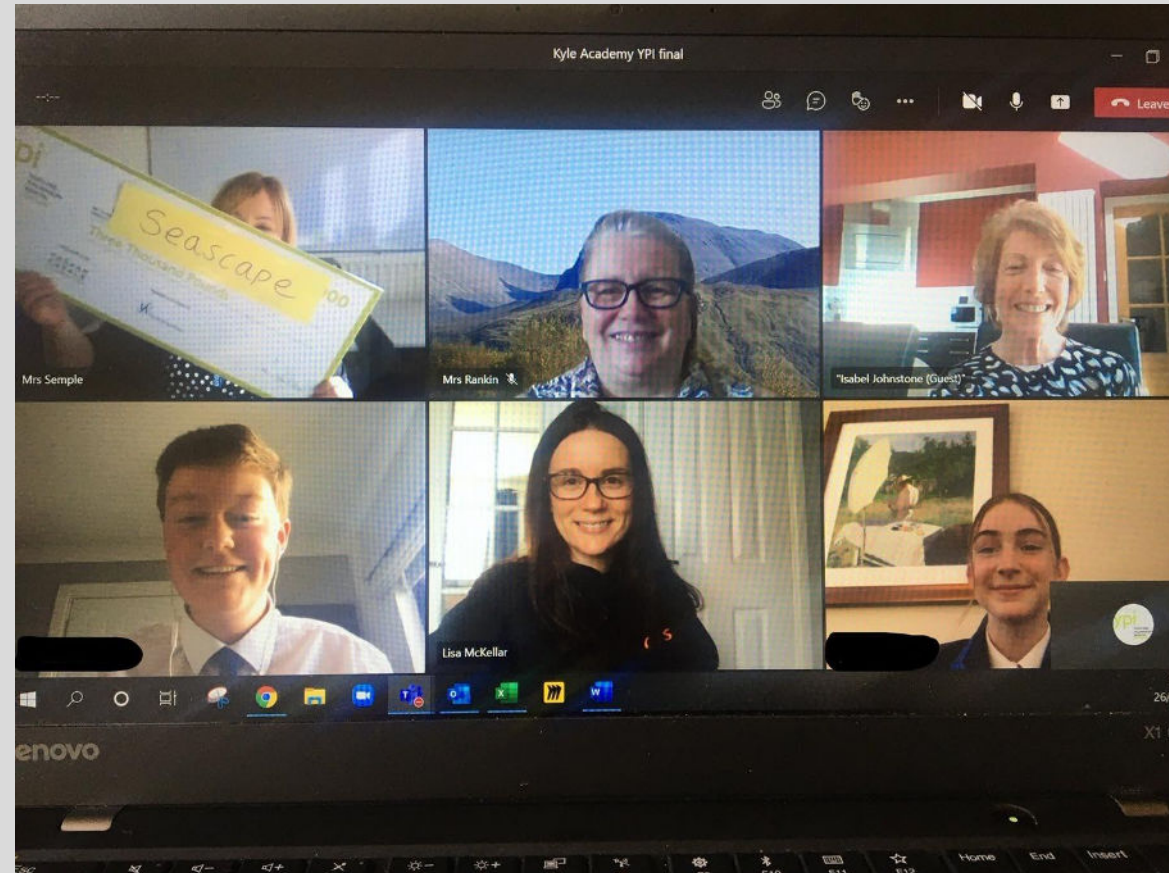
Women in Sport

- Outwith the rail industry, QTS is also a big supporter of women in sport disciplines across the UK
- We sponsor a variety of athletes throughout the UK, including ice dancing, boxing and swimming
- We have three female athletes as part of our current intake of 10. We pledge to commit to taking on more female athletes through the lifespan of the programme

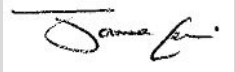


YPI

- QTS continues to be 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
- Even through COVID, QTS continued to be involved with the schools through virtual mentoring and judging of finals



Authorised signature

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

Jamie Lewis, Financial Director

QTS