



Gender Pay Gap Report

April 2026

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

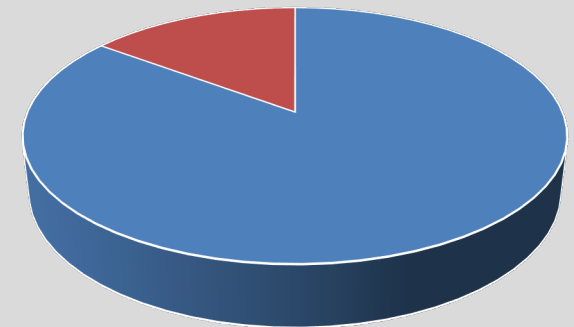
Mean	Median
Gender Pay Gap	
14.28%	30.63%
Gender Bonus Gap	
62.9%	63.21%

Proportion of employees receiving bonus	
Male	Female
82.16%	72.28%

Proportion of male and female in each pay quartile

Male	Female	Male	Female	Male	Female	Male	Female
67.72%	32.28%	83.54%	16.46%	94.30%	5.70%	94.96%	5.06%
Lower		Lower Middle		Upper Middle		Upper	

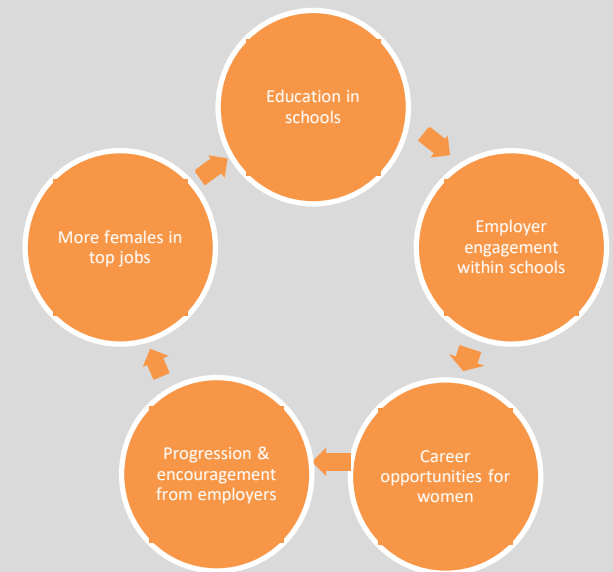
Total Relevant Employees



■ Men ■ Women
 Total workforce - 632
 Men – 538
 Women - 94

What is QTS doing to address the gender pay gap?

- QTS continues to engage with schools within our local office areas and where our works impact. We host annual events for local schools at our Drumclog HQ and near our Linby office, Nottingham. Regular visits are made to schools in areas where we are conducting works to educate young people about QTS and the Railway.
- 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 have also improved our family friendly policies and employee benefits packages.
- 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.



- Ensuring all recruitment advertising promotes the company as an equal opportunities employer promoting Diversity and Inclusion.
- Ensuring advertising visuals and promotional literature includes the use of women within the workforce.
- QTS has hosted four Future of Rail events to date with the fifth to be held later this year. The events series, which encourages schools to bring along a mix of young people to speak to our staff about the opportunities available in the industry, has been awarded the Corporate Social Responsibility Award at the Spotlight Rail Awards.
- Currently, 17.9% of senior leaders and managers are women, and we are still confident in achieving 25% by next year, focusing on operational and leadership roles.

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 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 and Social Value Director Lisa McKellar maintain strong involvement with the organisation. They participate in and help in organising 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.
- When our team visits career and STEM events, we try to ensure at least one female member of staff attends to speak to young women about the reality and the opportunities that are available within the industry.
- Our Workforce Development Coordinator, Jane McFadzean, is a key person when dealing with schools. She makes it a priority to liaise, not just with young people, but also with the teachers and careers advisors to educate them on the possibilities in rail for women.
- QTS is committed to ensuring our own workforce is suitably trained and aware of Equality Diversity and Inclusion and all employees receive mandatory training on EDI and unconscious bias during the onboarding process and throughout employment inline with their job role.



Progression

- Across the QTS Group, 51 members of staff are carrying out traditional apprentices, modern apprenticeships, professional qualifications and undergraduate courses, six of which are female.
- Currently three women are taking part in managerial courses to enhance progression opportunities and we have been promoting the Women in Leadership Training Programme.
- Aimee Pilling is a trainee Civil Engineer who was recently put through her APM PMQ, a globally recognised certification that validates comprehensive project management knowledge and skills for professionals across industries. Aimee is in her first year of her BEng and is being trained to mentor new graduate apprentices when she starts year 3.
- Assistant Project Manager Keeley Mounsey completing an ILM level 5, helping her to develop leadership and management skills through structured qualifications, training programmes, and research.

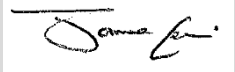


Women in Sport

- Outside the rail industry, QTS is also a big supporter of women in sport disciplines across the UK.
- We have sponsored a variety of athletes throughout the UK, including weightlifting, boxing and hammer throwing. We have three female athletes as part of our current intake of 10.
- We are now coming into our 11th year sponsoring Northwest Amateur Boxing Club in Kilmarnock, which coaches boxers both male and female at a variety of levels.



Authorised signature

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

Jamie Lewis, Financial Director

QTS