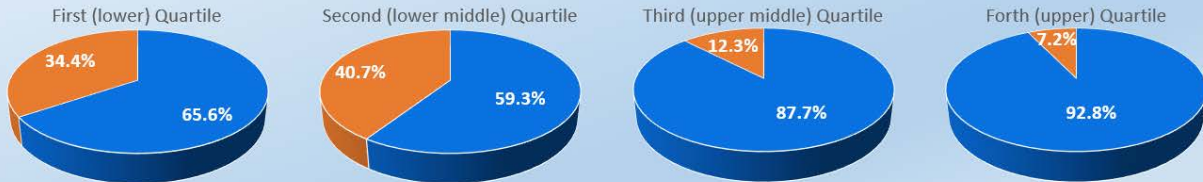


# OUR 2018 GENDER PAY GAP REPORT

ScotRail is committed to promoting fairness, equality and inclusion for all



## 4. Proportion of employees in each quartile: Male ■ Female ■



The above charts illustrate the gender distribution at ScotRail across four equally sized quartiles, each containing 1,211 employees other than quartile 2 which contains 1,192 employees. Quartile 4 reflects a male pay gap as the mean is significantly affected by the proportion of males to females (M. 1,106 F. 86) and gender hourly rate ranges.