



KNORR-BREMSE



UK Gender Pay Gap Report 2024

Knorr-Bremse Rail Systems (UK) Limited

Gender Pay Gap Report

Welcome to the Knorr-Bremse Rail Systems (UK) Limited Gender Pay Gap Report for 2024.

At Knorr Bremse we are committed to fostering an inclusive and equitable workplace where all employees have the opportunity to thrive regardless of gender. We recognise the importance of transparency and accountability in addressing the gender pay gap and ensuring that we utilise the data available to us now to drive positive change in the future within this area.

This report provides an analysis of pay disparity, highlighting where progress has been achieved and identifying areas for further action.

We recognise that we operate in a challenging environment for achieving gender parity. The underrepresentation of women in the manufacturing sector is evident with only 24% of the workforce being female employees.

This strengthens the need for us to look beyond the now and consider what steps we can take to ensure opportunities and female talent pools for the future.

For 2024, we are reporting a result of 8.2% mean gender pay gap. This is a positive movement from the 10.4% reported for 2023.

We remain ahead of the national figure of 13.1% and the UK mean manufacturing figure of 10%.

Throughout this report we will guide you through our results, our achievements to date and what further progress we will be looking to achieve in the coming year.

Nicola Clark

HR Director

Knorr-Bremse Rail Systems (UK) Ltd.



What is the Gender Pay Gap?

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation.

The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for equal work.

Equal pay is a legal requirement in the UK and an important matter of principle that Knorr-Bremse is committed to and abides by.

The UK Mean Gender Pay Gap (All) is 13.1%

[Source: ONS 2024]

The UK Manufacturing Mean Gender Pay Gap is 10%

[Source: ONS 2024]

The Knorr-Bremse UK Mean Gender Pay Gap is 8.2%



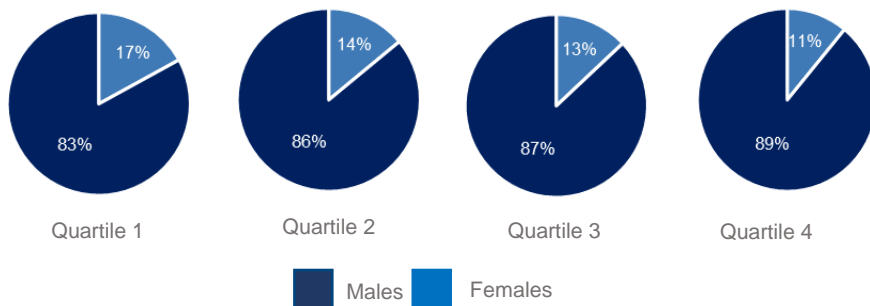
Key Data

Knorr-Bremse Rail Systems (UK) Ltd. Gender Pay Gap **2023**

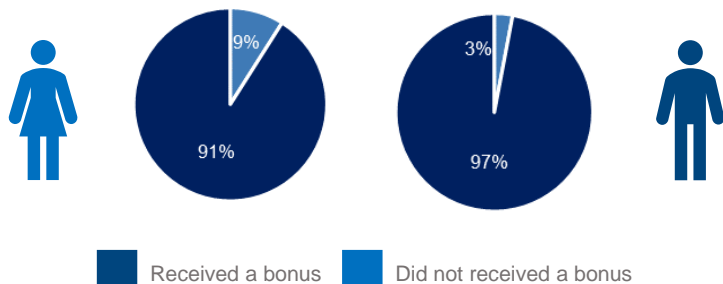
Difference between males and females

	Mean	Median
Pay Gap (Hourly Rate of Pay)	10.4%	10.9%
Bonus Gap	19.9%	0.1%

The proportion of males and females in each pay quartile



The proportion of males and females receiving a bonus payment

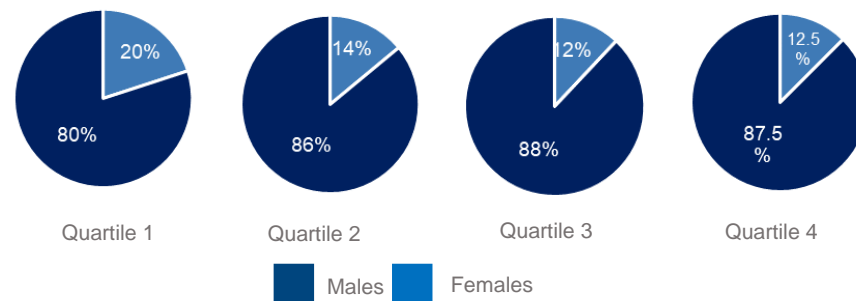


Knorr-Bremse Rail Systems (UK) Ltd. Gender Pay Gap **2024**

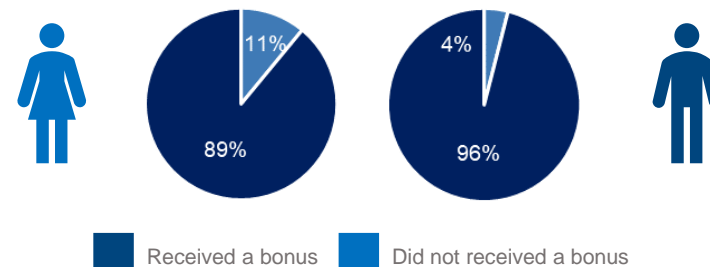
Difference between males and females

	Mean	Median
Pay Gap (Hourly Rate of Pay)	8.2%	11.2%
Bonus Gap	24.8%	4.5%

The proportion of males and females in each pay quartile

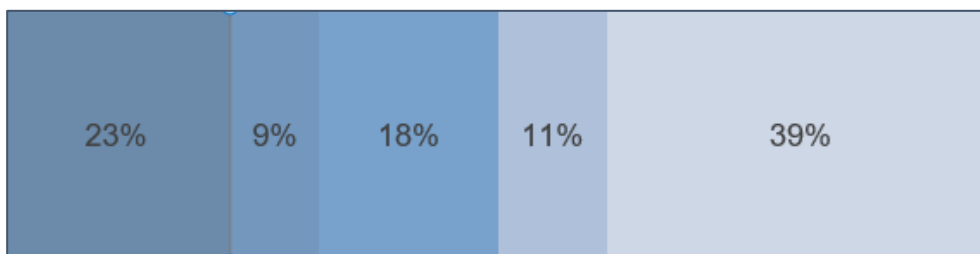


The proportion of males and females receiving a bonus payment

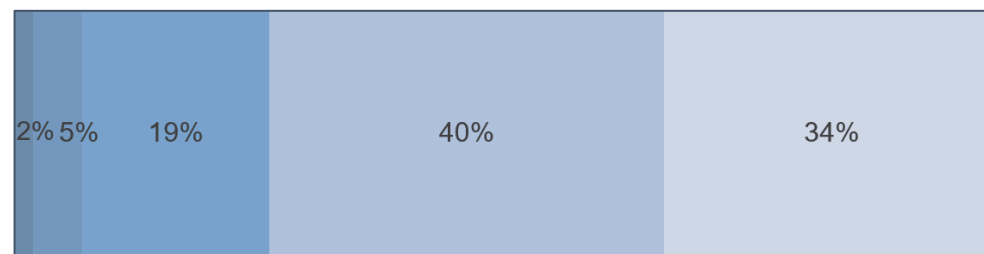




Role Distribution by Gender



■ Administrative ■ Graduate ■ Manager ■ Production ■ Professional



■ Administrative ■ Graduate ■ Manager ■ Production ■ Professional

In analysing our gender pay gap results we have considered the occupational split of the workforce together with pay quartile results in order to understand where gaps in pay may originate from and if this highlights any areas requiring focus.

Our data shows that the lower pay quartile is where the largest population of females sit, and this links closely to the high proportion of females in administration roles compared to males. A higher percentage of females are also new joiners in lower paid early careers positions. Whilst it is positive to see more females joining in this area, it does impact negatively impact gender pay gap progress. However, over future years the progression of such roles should lead to more women in professional or managerial positions which will then have a positive impact.

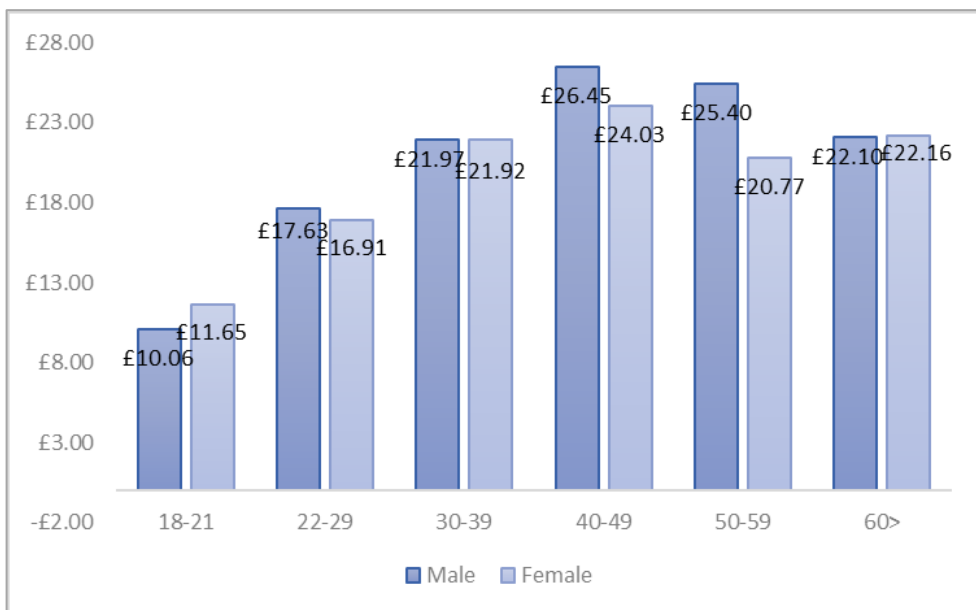
A further difference affecting our gender pay gap is the lower proportion of females in production roles. This means there are less women in receipt of shift premiums that increase hourly pay by up to 66%.

Positively, we can see an equal percentage of males and females in management positions. However, due to the much smaller number of females overall this is not enough to counteract the other factors that contribute to the gender pay gap.



Intersectionality

Gender Pay Gap Average by Age



Age	Male	Female	% Difference
18-21	£10.06	£11.65	-14.7
22-29	£17.63	£16.91	4.2
30-39	£21.97	£21.92	0.2
40-49	£26.45	£24.03	9.6
50-59	£25.40	£20.77	20.0
60>	£22.10	£22.16	-0.3

To provide a deeper analysis of our gender pay gap we have considered the gaps present by age range, to understand if intersectionality is impacting gender pay.

The gender pay gap for 2024 was most prominent within the 40-49 and 50-59 age groups, this is due to these being the groups with the highest distribution of females. It appears that gender parity is achieved in the 60 plus group, however there are only 10% females in this group and the average is kept high by a few high earners in this category.

The only category where the pay gap is negative is within the 18-21 group, however this is impacted by a number of male apprentices in this group on a lower rate of pay but no female apprentices- this brings down the male average.

Given the unequal distribution of male and female workers it is difficult to ascertain whether there is a relationship between age and gender pay, however we will continue to keep this under review



Key Factors



Knorr-Bremse Gender Split



14%



86%

At the point of reporting there were 514 full-pay relevant employees of Knorr-Bremse Rail Systems (UK) Limited: 439 males and 75 females.

Our mean gender pay gap is 8.2% which represents a decrease in our gender pay gap compared to the previous year. This is mostly due to a higher percentage of females in the upper earnings quartile.

Within Knorr-Bremse Rail Systems (UK) Ltd, **96%** of men and **89%** of females received a bonus payment in 2024. The mean bonus pay gap has increased to 24.8% compared to 19.9% in 2023. Analysis of our data has shown that a reduction in females in senior positions has had a negative impact on the bonus pay gap, and whilst we have seen new female joiners in the business, this is not yet reflected in the bonus figures as the bonus is paid in arrears. The gap is also widened by having one female SMT member compared to 9 male.

“Over the past year we have continued our commitment as both the Knorr-Bremse Group, and Knorr-Bremse Rail Systems (UK) Limited, to continue to improve our gender pay gap. The latest results for 2024 have shown that, despite operating in a traditionally male dominated industry we are improving our gender pay gap each year here in the UK, and continue to be well below the national and our business sector average. We are seeing evidence of great initiatives to support females in the industry and will continue to play our part in this by focusing on how we encourage more females to pursue a career in rail, and how we can offer even more opportunities to enable women to progress in our company.”

Paul Goodhand

Managing Director

Knorr-Bremse Rail Systems (UK) Ltd.





— Recruitment | Development | EDI

Whilst we are positive against the national averages in the UK and within our sector, we continue to look for improvements. We are continually working hard to reduce our gap and make Knorr-Bremse more attractive as an employer of choice to all groups in society. We continue to work on 3 areas of focus where we can monitor our progress:

1. Recruitment

We recognise the importance of ensuring we have a pool of the best candidates from all backgrounds to apply for roles.

Achievements

- Continuation of our Undergraduate Placement Scheme and Graduate Scheme which has successfully attracted females to our company
- Developing our Employer brand using social platforms such as LinkedIn and through modernization of our imagery to build our reputation within the local area
- Increase in females in production roles.

What's next?

- Increasing our Diversity and Inclusion awareness and providing training to line managers in unconscious bias training via LinkedIn Learning, focusing in the first instance on training hiring managers.
- Cascade of our internal gender targets to our recruitment partners to ensure they harness all available talent pools
- Continue to identify the barriers for women in order to open up further opportunities

2. Development

Ensuring we train and develop our talented team members and give them every opportunity to succeed and progress their careers, allowing them to fulfil their potential.

Achievements

- Launched our new Learning Management System, providing support to our high potentials and enabling easy access to training and development at all levels
- Continuation of the Leadership Talent Development training, with 11 members supported with ILM qualifications.
- Working with Line Managers to encourage discussion with team members in their annual appraisal to discuss career aspirations and development opportunities.
- Female progression supported by Women in Leadership course

What's next?

- Continue to offer sponsorship for learning through our Apprenticeship Levy fund.
- Continuation of EDI awareness with a monthly learning topic
- Women's ERG to be implemented

Recruitment | Development | EDI

3. EDI Strategy

We recognise that an effective EDI strategy is required in order to maximise the diversity of our workforce and harness the benefits arising from this.

We strive to create an inclusive and curious workplace, where we are open to learning and to constantly evolving our practices to meet the needs of everyone.

Achievements

- We support our maternity returners and encourage paternity/shared parental leave by offering enhanced payments beyond the statutory minimum. A recent increase in paternity leave has ensured that all parents have the opportunity to take the time required.
- We continue to promote and review our flexible working policy, offering flexible working opportunities for all. This has had the positive impact of enabling more parents to accommodate childcare needs, and employees to work when they are at their best without the need for a formal flexible working request.
- Networking with fellow companies within the Rail Industry by taking part in the Rail Diversity Challenge.
- Membership of the EDI Charter for Rail Monthly Signatory Forum
- Introduction of our first Employee Resource Group which enables our team members to feedback and directly impact our diversity activity
- Partnership with GeniusWithin to support with neurodiversity training and workplace adjustments
- Reverse mentoring programme to encourage cross generation collaboration

Knorr-Bremse is committed to reporting, on an annual basis, what it is actively doing to reduce the gender pay gap. We will update on progress and develop an action plan to support our next steps.

I can confirm that the gender pay gap data contained in this report is accurate.



Paul Goodhand

Managing Director

Knorr-Bremse Rail Systems (UK) Ltd.



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