

STOBART GROUP

Stobart Group is one of the UK’s leading infrastructure and support service businesses operating in the renewable energy, aviation and rail civil engineering sectors as well as having investments in a national property and logistics portfolio.

Within this document we will be reporting on Stobart Rail Limited and London Southend Airport Company Limited, these being companies within Stobart Group that employ over 250 employees and part of our Rail and Aviation divisions respectively.

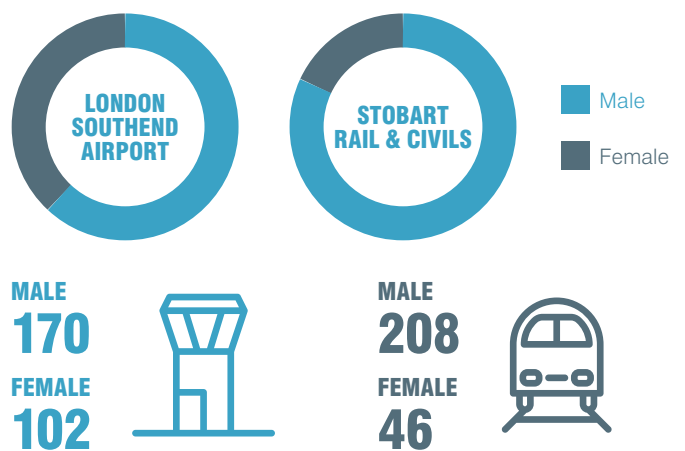
Stobart Group recognises that in order to attract talent and build a sustainable business we need to ensure that we are working towards becoming a truly inclusive and diverse organisation. Although our results are consistent with other businesses in our sector there is always more that we can do to address this balance.

OUR RESULTS

Our workforce

	London Southend Airport		Stobart Rail & Civils	
Men in workforce	62%	170	82%	208
Women in workforce	38%	102	18%	46

MALE / FEMALE SPLIT IN WORKFORCE



The MEAN pay gap

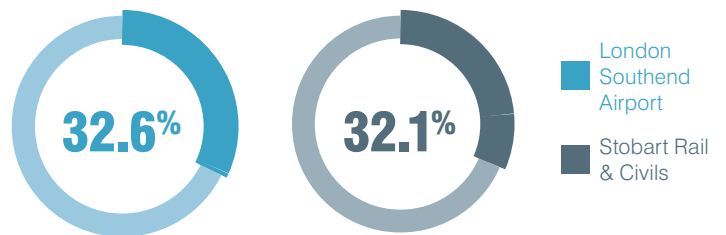
The mean gender pay gap is the difference in the average hourly pay for women compared to men, within our business.

The MEDIAN pay gap

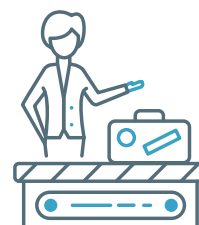
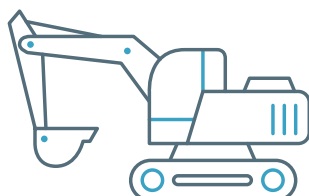
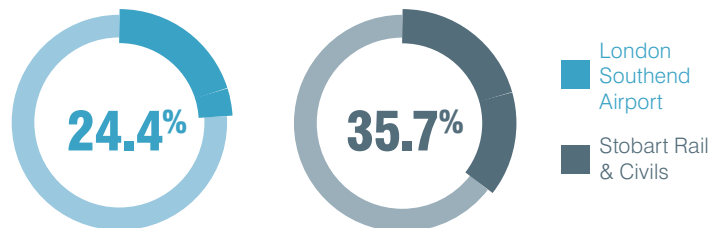
The median represents the middle point of a population. In simple terms, if you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

	London Southend Airport	Stobart Rail & Civils
Difference in MEAN hourly rate of pay	32.6%	32.1%
Difference in MEDIAN hourly rate of pay	24.4%	35.7%

DIFFERENCE IN MEAN HOURLY RATE OF PAY



DIFFERENCE IN MEDIAN HOURLY RATE OF PAY



Population by pay quartiles

Quartile band	London Southend Airport		Stobart Rail & Civils	
	Male % of employees	Female % of employees	Male % of employees	Female % of employees
Lower (1)	48	52	50	50
Lower middle (2)	47	53	90	10
Upper middle (3)	72	28	90	10
Upper (4)	83	17	95	5

Our gender mix is what creates our gap as we have a higher proportion of males in higher paid roles. This is shown in the chart above which ranks all our colleagues pay from lowest to highest and then divides it into four equal groups with the first group (Quartile 1) being the lowest paid. This analysis shows that there are proportionally more male colleagues than female colleagues in the highest paid quartile.

An additional major contributing factor to our imbalance within Stobart Rail Limited is the fact that the Rail industry is a male dominated sector due to the physical nature of many of the roles. Within this sector there is also a shortage of suitably qualified candidates, both male and female, for more senior positions. It can be challenging to recruit for these positions and we often have to rely on recruitment agencies to source appropriately qualified candidates.

TAKING ACTION

Moving forward we will evolve our working environment and culture whereby our people are fully encouraged and supported to achieve their full potential irrespective of their gender. It is important to us that we implement and achieve sustainable solutions to the imbalance within our businesses and we are aware that it is going to take some time for us to get to where we would like to be. Making sure equality and inclusion is at the heart of our organisational culture is a key part of our future action plans. Our priority actions are:

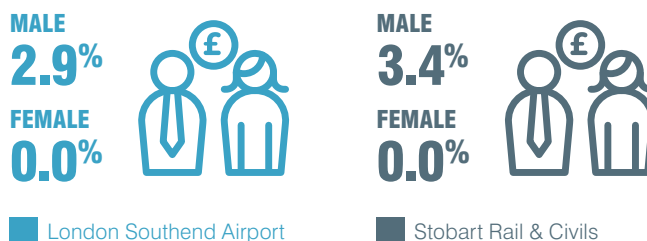
- We will ensure inclusive recruitment from end to end, helping to remove any unconscious bias that may occur during the recruitment and selection process. We will also be concentrating on making senior positions within our business more attractive to women and will look to other industries for transferable skills.
- There will be renewed focus on performance appraisals and individual objectives to ensure career development and succession planning for all of our employees, irrespective of gender.
- We already have agile and flexible working policies which operate at all pay levels, including maternity, paternity and shared parental leave. We will be improving communications to ensure that these policies are fully understood and utilised by both males and females.

The Bonus Gap

	London Southend Airport		Stobart Rail & Civils	
	Male	Female	Male	Female
Difference in MEAN bonus pay	100%		100%	
Difference in MEDIAN bonus pay	100%		100%	
Proportion of employees receiving bonus pay	2.9%	0%	3.4%	0%

Within the workforce population upon which we are reporting, there are no females receiving a bonus and there is also a very low number of males receiving a bonus. We recognise that the “bonus gap” is therefore 100%. Our bonuses tend to be paid to more senior positions within our organisation where we currently have a much higher proportion of men than women.

PROPORTION OF EMPLOYEES RECEIVING BONUS PAY



WE WILL EVOLVE OUR WORKING ENVIRONMENT AND CULTURE WHEREBY OUR PEOPLE ARE FULLY ENCOURAGED AND SUPPORTED TO ACHIEVE THEIR FULL POTENTIAL IRRESPECTIVE OF THEIR GENDER.

DECLARATION

We confirm that the information and data reported are accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Warwick Brady
Warwick Brady
 Chief Executive Officer

