

Gender Pay Gap Report - 2022



TRL Limited

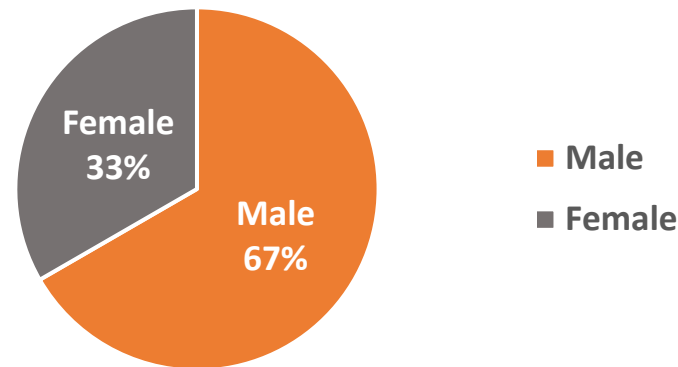


Our Organisation

Our gender split

We exist to improve the lives of everyone; we need to ensure we understand as many perspectives as possible to do our best job. Having employees with the widest range of backgrounds and life experiences is vital to enable us to do our best.

Our people are our competitive advantage, and it is therefore essential that we are able to recruit and retain staff from the widest possible talent pools. We are committed to being recognised as an employer of choice, creating a diverse and inclusive working environment in which all staff feel valued and respected, where opportunities are accessible to all, and where flexibility in our working and employment practices is embraced.



Total Headcount 267

Pay and Bonus Gap



	Mean	Median
Pay	17.5%	17.1%
Bonus	57.2%	-220%

Pay

2021 was an exceptional year with the impacts of the pandemic affecting our employees through furlough and other measures. This was not a representative year, so we are comparing 2022 to 2020 which is a more accurate measure of our progress. We are pleased to be able to report a 1.5% improvement in our Mean Pay figure from 2020. Our female representation in the upper quartile has risen to 29%, a 7-point improvement, which indicates our focus on recruiting and promoting female talent is having a positive impact. The Median Pay gap also improved by 1 point.

Bonus

The bonus difference is calculated over a period of 12 months prior to 5 April 2022. Bonuses paid include Spotlight Awards, Sales Incentives, Management Schemes and Long Service Awards. The average bonus gap has improved again this year from 70.7% in 2021 and from 96.8% in 2020. The Median Bonus figures have made similar improvements over the past 2 years, in fact the Median bonus is now higher for our female colleagues. The median is less influenced by extreme values at either end of the range which can impact the mean.

Proportion of Staff receiving a Bonus

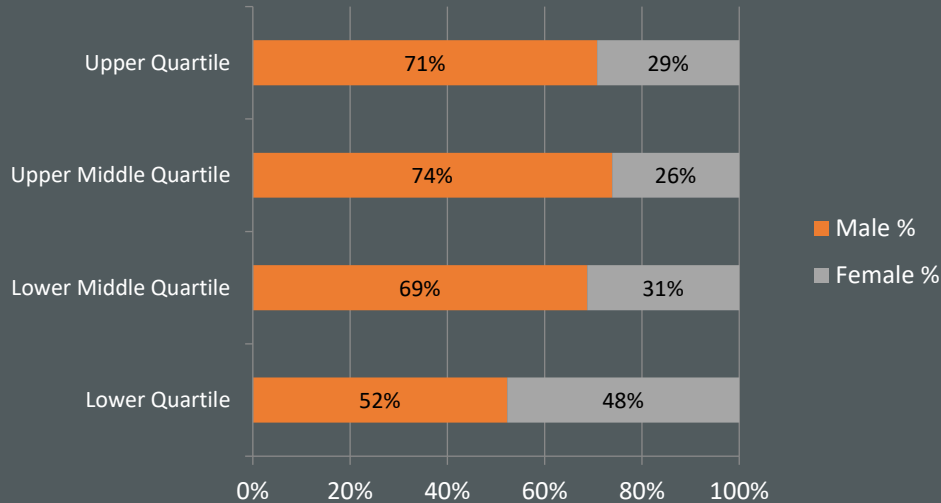


26.4% of all females



28.5% of all males

Proportion of employees in each pay quartile band



- Quartiles represent the pay rates from the lowest to the highest for our UK employees, split into four equal sized groups with the percentage of men and women in each quartile.
- Our female representation in the upper quartile has improved from 22% in 2020 to 29% this year. This has been achieved through a combination of recruiting senior female talent into the organisation and internal growth. The upper middle quartile has remained stable.

Understanding the Gap



Our gender pay gap is not an equal pay issue, men and women are paid equally for equivalent roles across TRL. TRL employs more men than women, which reflects the gender imbalance prevalent in our industry and is the main driver of our pay gap.

TRL provides a wide range of voluntary benefits via a flexible benefits scheme. These benefits are offered via salary sacrifice, which reduces an employee's entitlement to gross basic salary in return for their chosen benefit. Gross pay that must be used in the gender pay gap calculations is defined as gross pay after deductions for salary sacrifice have been made which can significantly reduce pay. The choices male and female staff make are not always the same, which can influence the comparison.

We continue to focus on our gender balance, particularly at the senior levels. We have made some senior level appointments recently which will positively impact our gender pay gap. We continue to monitor the wider diversity of all our candidates and trust that our actions will positively impact our results over time.

Addressing the Gap



We continually review attraction and recruitment practices to widen the diversity of available candidates and are exploring more positive action to address this. We have more recently welcomed additional senior female employees to TRL in various roles and trust this will begin to address the gender imbalance at the top of the organisation.

For the financial year 2022/23 we have launched a performance related pay programme, which replaces the original management bonus scheme (which was only available to senior levels of employees). All employees are eligible to participate in this programme, making it fully inclusive and will support our aim to reduce the bonus pay gap.

TRL continues to advertise all its job vacancies offering the opportunity for flexible working from day one and we also offer all staff the opportunity to work flexibly and recognise that flexible working can increase staff motivation, encourage diversity and support retention, leading to increased business competitiveness and success.

We continue to actively engage with organisations and groups to raise awareness of science, technology, engineering and mathematics (STEM) subjects at schools and universities, encouraging female students to consider careers in this area. We offer TRL staff a number of corporate memberships to Women in Transport. Women in Transport is an independent not-for-profit professional network showcasing the diversity of careers in transport, providing access to senior decision makers and supporting the professional development of women working in transport.

TRL has a culture that fosters diversity, be it age, disability, gender, race, religion or sexual orientation and has employees from across a multitude of backgrounds. Our aim is to continue to achieve greater gender balance across all levels within TRL.

Paul Campion
Chief Executive



Naomi Barringer
Director, Human Resources

