

HS2 Ltd 2018 Gender Pay Gap Report

2018 Gender Pay Gap Data

| Gender Pay Gap | Mean | Median |
|----------------|------|--------|
| | 25% | 28% |

| Gender Bonus Gap | Mean | Median |
|------------------|------|--------|
| | 43% | 43% |

Proportion of Male & Female employees receiving Bonus payment

| | |
|--------|-------|
| Male | 0.13% |
| Female | 0.24% |

Proportion of Male & Female in each Quartile

| | Male | Female |
|-----------------------|------|--------|
| Upper Quartile | 79% | 21% |
| Upper Middle Quartile | 71% | 29% |
| Lower Middle Quartile | 66% | 34% |
| Lower Quartile | 42% | 58% |

Narrative

HS2 Ltd has an opportunity to address the under-representation of many groups within the rail and construction sectors. We relish the task but face a number of historic challenges to meet our goals.

HS2 Ltd is proactive in supporting all areas of equality, diversity and inclusion. We have enhanced equality, diversity and inclusion requirements on executive search firms conducting senior level recruitment. This has improved the representation of women at head of function and director level.

An independent equal pay audit found that women and men employed by HS2 Ltd are paid equally to do work of the same value.

However due to the historical over-representation of men in the rail and construction industries and organisational changes ahead of main civil works, the ratio of men to women has tilted towards greater concentration of men at the executive level at the time of this report.

Despite historical challenges in the sector, HS2 Ltd continues to deliver innovative EDI programmes aimed at improving the diversity of our workforce and leadership. In 2018, we were rated the Top Employer for Gender Equality by VERCIDA, have expanded the use of our award-winning Blind Auditioning recruitment model and have broadened our

reverse mentoring programme to include over 120 staff across HS2 Ltd. These programmes of work are helping us to increase the gender balance and diversity of our workforce.

By developing its in-house talent HS2 Ltd is currently achieving a near 50/50 gender split in internal promotions despite women currently making up 36% of overall staff. Over time, our focus on talent should address the imbalance of women in senior management.

Declaration

HS2 Ltd's gender pay gap has been calculated in accordance with Government regulations, and as such I confirm that the data included in this report is accurate.

Neil Hayward
Human Resources Director