

2017

# Eurotunnel Gender Pay Report



Eurotunnel Services Limited

February 2018

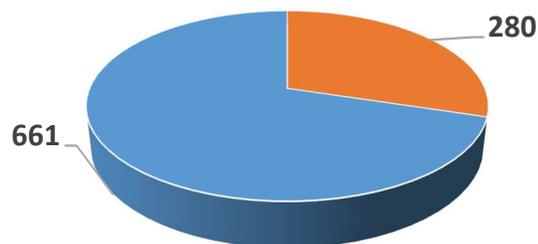
The Channel Tunnel is the fastest, easiest, most reliable and environmentally friendly transport system for crossing the Channel. Eurotunnel operates a Passenger Shuttle service which transports cars, coaches and other tourist vehicles as well as a Truck Shuttle service. The Channel Tunnel is used by more than 2.6 million cars and 1.5 million trucks every year, making it by far the world leader in piggyback transport.

Since 1994, more than 390 million passengers and 70 million vehicles (including 25 million trucks) have used the Channel Tunnel.

In addition, Eurotunnel manages the transit through the Channel Tunnel of high speed trains for passengers and rail freight trains from rail operators. Around 10 million passengers a year are transported via the Channel Tunnel between London and the continent on high speed rail services. Since 1994, over 320 million tonnes of freight has been transported via the Channel Tunnel on board Truck Shuttles and on rail freight trains. Around 25% of the trade in goods between the UK and continental Europe will pass through the Channel Tunnel.

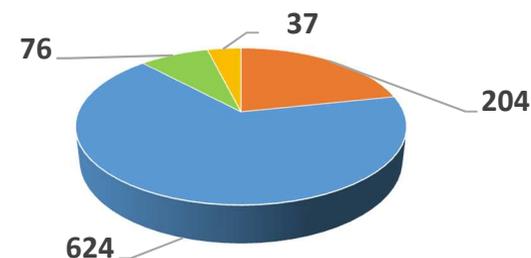
Groupe Eurotunnel employs around 3,500 people across Europe of which 941 are employed directly by Eurotunnel in the UK.

Eurotunnel Relevant Employees



■ Female Relevant Employees ■ Male Relevant Employees

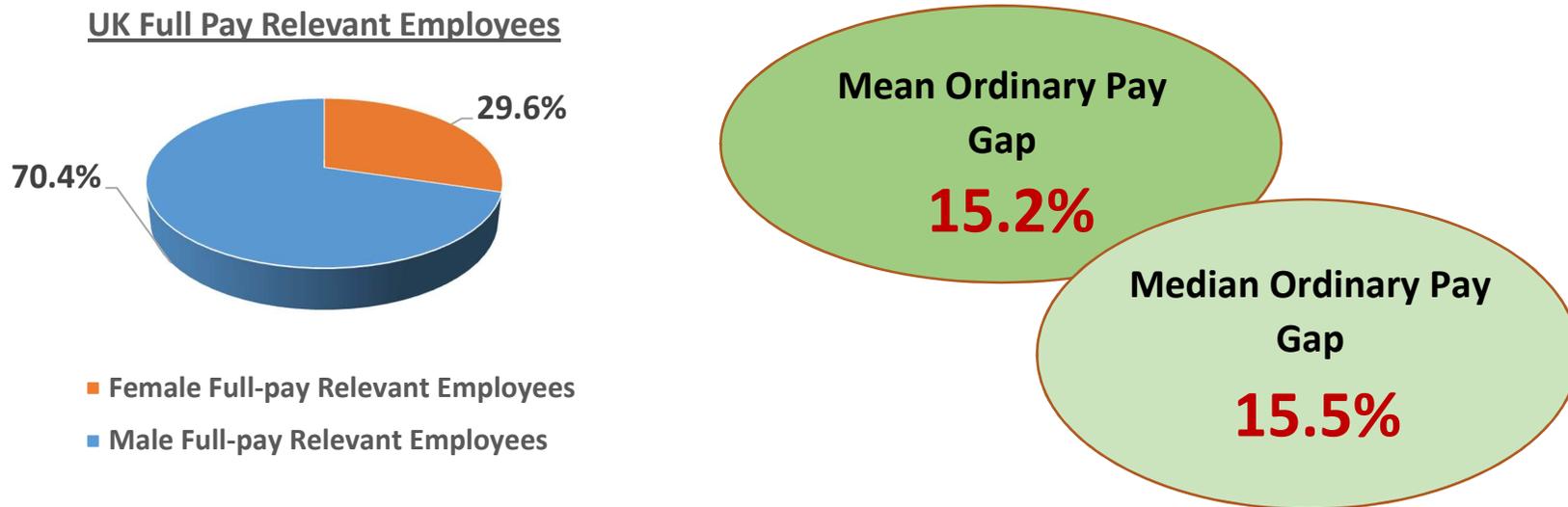
Full-time / Part-time Employees



■ Female Full-time Employees ■ Male Full-time Employees  
 ■ Female Part-time Employees ■ Male Part-time Employees

## Gender Pay Gap – Ordinary Pay

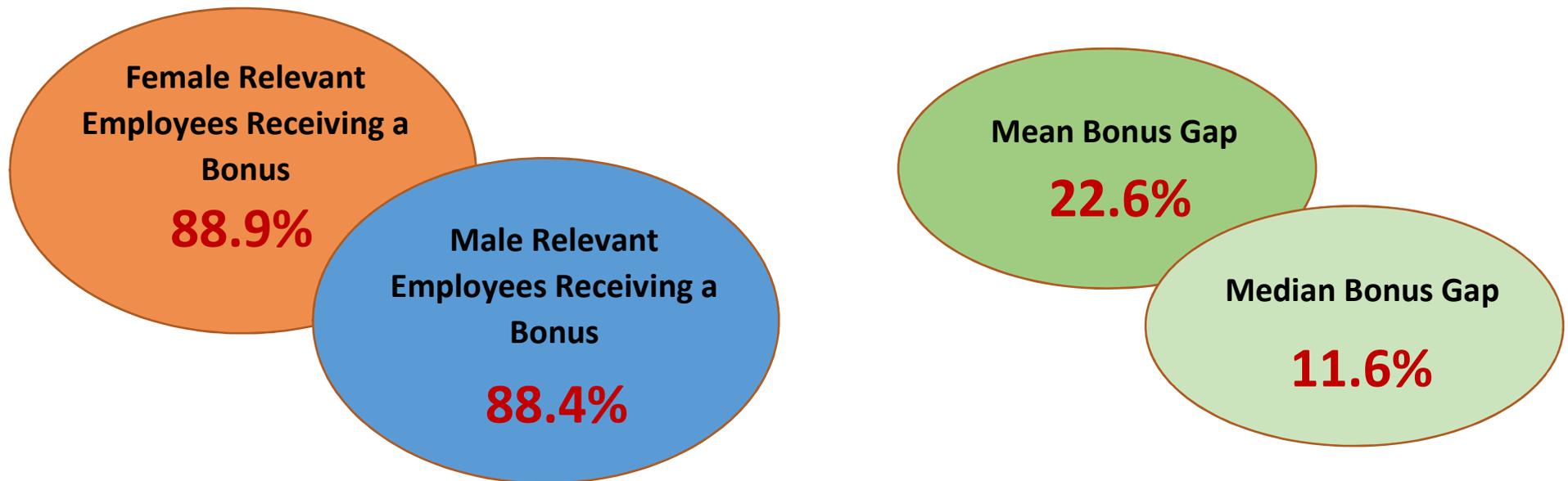
Eurotunnel adheres to the HAY evaluation process for setting pay rates within salary banded positions. Since 2006, for all other positions, Eurotunnel operates a ‘Rate for the Job’ policy which ensures that all employees are paid the same salary for performing the same job. It is recognised that Eurotunnel, whilst adhering to an equal opportunities policy, is a largely male dominated environment.



Areas of the business, such as Train Drivers, Infrastructure maintenance and Mechanical & Engineering departments have historically lent themselves to a mainly male workforce. With the technical competencies and qualifications required for these roles, salaries tend towards the upper quartile. Whilst our salary structures ensure that employees within these roles are rewarded equitably, our ordinary pay gap reflects our predominantly male population.

## Gender Pay Gap – Bonus Payments

Eurotunnel offers our employees access to generous bonus schemes, in the form of an annual general bonus and a four-monthly quality of service bonus. Our bonus schemes are based on the Company’s operating performance, financial results and delivery of a quality service to our customers.



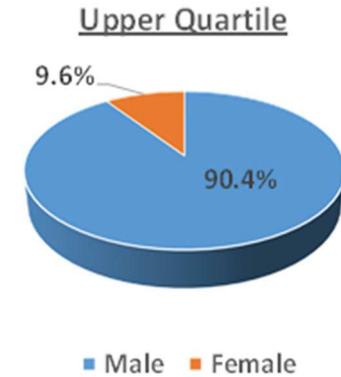
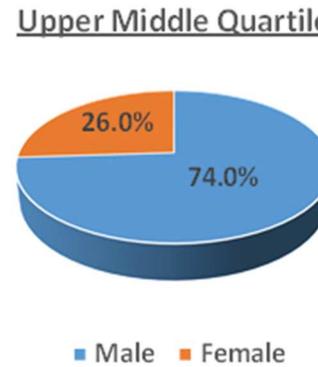
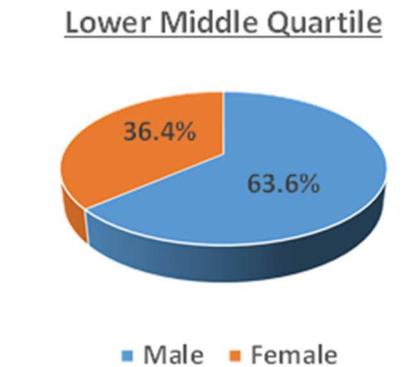
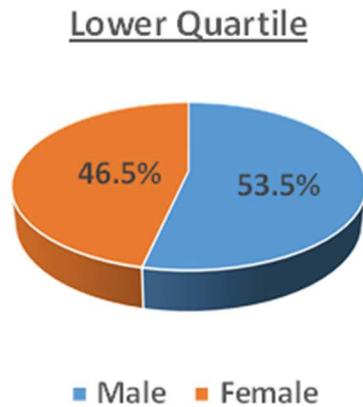
Eurotunnel believes that it offers fair bonus schemes to female and male colleagues alike, with gender parity in those receiving bonuses. The gender bonus gap illustrated above is a result of a number of factors:

1. The difference in the part-time ratio between females and males: 27.1% of relevant females are part-time compared to 5.6% of relevant males. The gender gap for bonuses does not make allowances for this in the calculation.
2. A male population weighting in certain departments reflects in the annual general bonus which is salary related.
3. A higher proportion of male employees in senior management roles.

## Gender Pay Gap by Quartiles -

The charts below shows the distribution of 911 full pay relevant employees across four equal quartiles. The number of female to male employees decreases the higher the pay quartile. As explained on page 3, a number of roles in our Company tend to attract a predominantly male workforce.

However, it is clear from the mean pay gap within each quartile that the small variance between male and female rates means that employees are paid equally for the types of roles that they fulfil within these quartiles.



**Lower Quartile  
Median Pay Gap  
-8.2%**

**Lower Middle Quartile  
Median Pay Gap  
-0.1%**

**Upper Middle Quartile  
Median Pay Gap  
3.4%**

**Upper Quartile  
Median Pay Gap  
0.3%**

## Gender Pay Gap Summary



### Key Findings

Eurotunnel's overall median gender pay gap at April 2017 is 15.5%, below the national median pay gap of 18.1% - reported for April 2016 (Office for National Statistics data). Our data is based on our relevant workforce (those receiving full - pay in April 2017) which is 70.4% male and 29.6% female. -

The nature of our business means that the highest paid roles are predominantly filled by male employees. These roles tend to be within our maintenance and engineering divisions and Train Drivers. Whilst Eurotunnel undertakes robust and unbiased recruitment processes, we recognise that it is predominantly males who apply for these types of roles.

Our median bonus pay gap of 11.6% for bonuses paid to around 88% of male and female employees, reflects the standardisation of our bonus schemes across the majority of our staff. However, a higher average bonus gender gap reflects that a far higher proportion of our female employees are part-time workers (over 27%) compared to males (less than 6%). The level of part-time workers is indicative of the Company's commitment to Flexible Working arrangements.

Eurotunnel recognises that females are under-represented at senior management level in the UK. Our recently implemented, group wide people development tools will help the Company identify the necessary skills and talents across both female and male employees and encourage development at senior management level.

### Company Statement

Eurotunnel is committed to the principle of gender pay equality. Our 2017 gender pay gap report has been prepared in line with mandatory requirements.

**Nick Hawley**

A handwritten signature in black ink, appearing to read "Nick Hawley", with a stylized flourish underneath.

**Director Human Resources UK**  
**February 2018**