



Edinburgh Trams Gender Pay Gap Report 2024/2025

We keep the city of Edinburgh moving. We provide safe, reliable and customer-focused travel to the people of Edinburgh and visitors alike. An award-winning transport operator, focused on delivering world-class, environmentally friendly and inclusive travel.

Our Gender Pay Gap

At Edinburgh Trams, we are committed to being an inclusive employer and promoting gender equality. This is the second year we are reporting our gender pay gap. The UK Equality Act 2010 (Gender Pay Gap Information) Regulations (Regulations) requires that we calculate and publish our gender pay gap results for our team, in respect of April 2025.

Our Population

The April 2025 reporting period shows a total population at the snapshot date is 308, with 235 males (76%) and 73 females (24%). From this population, 9 employees were classed as Relevant only (3 male and 6 females) for the purposes of calculation. Leaving the remaining, 299 (232 males and 67 females as Full Pay Relevant).

The population is a snapshot of the UK employee base at this time. Our roles are considered to predominantly be roles within customer service and ticketing, driving and engineering, where sector wide there is a struggle to attract female talent.

Results Summary

These results demonstrate our continued commitment to making meaningful progress towards gender equality at Edinburgh Trams. The table below summarises our year-on-year performance between April 2024 and April 2025.

We are encouraged to report further improvements in both our mean and median hourly pay gaps. Our mean hourly pay gap reduced by 1.1 percentage points, from 6.6% to 5.5%, while our median hourly pay gap increased by 3.3 percentage points, from 9.5% to 12.8%. Although a slight increase in the median, these changes still indicate sustained forward movement in narrowing pay differences across the organisation.

Although Edinburgh Trams does not operate a traditional bonus scheme, we do offer an Employee Referral Scheme, which is classified as a bonus payment under Gender Pay Gap reporting regulations. Incentive-based in nature, this scheme reflects individual participation rather than organisational pay practice, meaning outcomes can fluctuate year on year depending on referral activity during the snapshot period.

In April 2025, both the mean and median bonus pay gaps improved significantly, with the mean bonus gap shifting from 40.0% to -80% and the median bonus gap reducing from 50.0% to 0%. These changes are driven by the relatively small number of bonus payments awarded

and variations in referral patterns, rather than structural differences in reward. While the proportion of employees receiving a bonus remains low overall, there has been a modest increase in male recipients alongside a small decrease in female participation during the reporting year.

Representation continues to play a role in shaping our gender pay gap. Whilst females remain under-represented across the organisation and the wider transport industry, reduced female representation in the lower quartile combined with increased representation in the lower-middle and upper-middle quartiles has contributed positively to the narrowing of our hourly pay gaps. We recognise that increasing female representation, particularly in higher-paid roles, remains key to achieving long-term, sustainable progress.

We remain committed to monitoring our data closely and to taking proactive steps to improve gender balance and equality across Edinburgh Trams.

| Measure (%) | April 2024 | April 2025 | YOY Change |
|---|------------|------------|------------|
| Hourly Pay Gap (Mean) | 6.6% | 5.5% | -1.1% |
| Hourly Pay Gap (Median) | 9.5% | 12.8% | +3.3% |
| Bonus Pay Gap (Mean) | 40.0% | -80.0% | -120.0% |
| Bonus Pay Gap (Median) | 50.0% | 0.0% | -50.0% |
| Proportion of males receiving a bonus payment | 3.0% | 3.6% | +0.6% |
| Proportion of females receiving a bonus payment | 6.3% | 3.3% | -3.0% |

Quartile Analysis

From the snapshot date in 2024 to 2025, the percentage of females within the lower quartile has decreased by 2.9% (points), and an increase of female representation in the upper middle quartiles.

| Proportion of females in each pay quartile (%) | April 2024 | April 2025 | YOY Change |
|--|------------|------------|------------|
| Upper quartile | 19.7% | 14.7% | -5.0% |
| Upper-middle quartile | 15.5% | 20.0% | +4.5% |
| Lower-middle quartile | 29.6% | 29.3% | -0.3% |
| Lower quartile | 28.2% | 25.3% | -2.9% |

Our Commitment

We believe our people are our greatest asset, and we are dedicated to building a talented and diverse workforce, where all feel proud to work for Edinburgh Trams.

We are committed to the growth and wellbeing of our team. Our values of being trusted, innovative, passionate and smart are driven by the day-to-day actions of our employees. We believe that it is only with the most diverse workforce that this is achievable. We therefore have a number of initiatives in place to support our ambitions.

Development and Support

Our commitment begins with our endorsement and ongoing support of the Women in Rail organisation, which was established to promote diversity within the UK rail industry. We remain dedicated to supporting Women in Rail, and this commitment is reflected in our continued movement toward more flexible working policies, such as part-time working, to broaden the recruitment pool and include more females in our workforce.

We also continue to strengthen our support for women in the workplace through the ongoing application of our menopause policy. We recognise that menopause is a natural phase in a female's life and one that may affect physical and emotional wellbeing, work performance, and career progression. We are committed to supporting our female colleagues through this phase and will continue to work to reduce gender inequities by helping to mitigate the challenges they may face.

Policies

Our policies provide a foundation to our gender equity. Our dedication to being a Living Wage Employer, provides all employees regardless of gender, the security of a wage deemed liveable. This is a crucial step toward promoting financial equity, especially with representation of women being higher in the lower quartiles. Furthermore, our dedication to increasing female representation in the workplace has led to a change to our recruitment practices. Whereby when applications are received for tram drivers and TSAs, females and armed forces personnel are immediately screened and passed onto the first stage. Given the challenge in the sector at recruiting and retaining female talent, we believe this is a vital first step in ensuring we are able to close the gender pay gap. Specifically, when focusing on tram drivers, which is a higher paid, but comes with a greater training period (often 12 weeks) leading to more disparity in pay.

I confirm that the information in this statement is accurate.

A handwritten signature in black ink that reads "T. P. Neil". The signature is written in a cursive style with a large, looped initial "T".

Tom Neil
Head of Finance and Business Support,
Edinburgh Trams