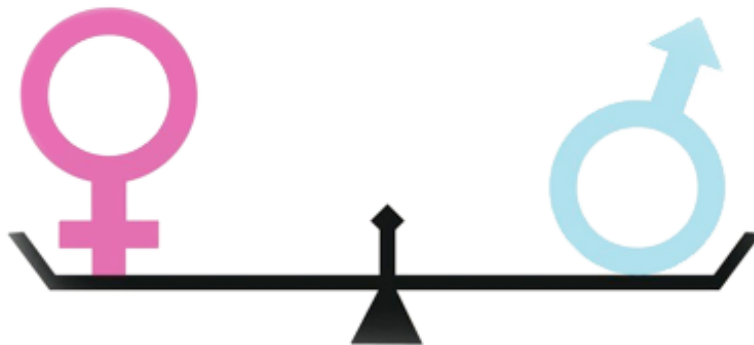


Quality Line Transport Limited Gender Pay Gap Report



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lawfirm

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Background

The gender pay gap is the percentage difference in annual pay between men and women.

Section 78 of the Equality Act 2010 was brought in to force on 22 August 2016 by the Equality Act 2010 (Commencement No 11) Order 2016 and following consultation, the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "**Regulations**") came in to force on 6 April 2017.

The Regulations require private sector organisations with 250 or more employees on 5 April each year to publish their gender pay gap in accordance with prescribed calculations.

2017 Gender Pay Gap Report

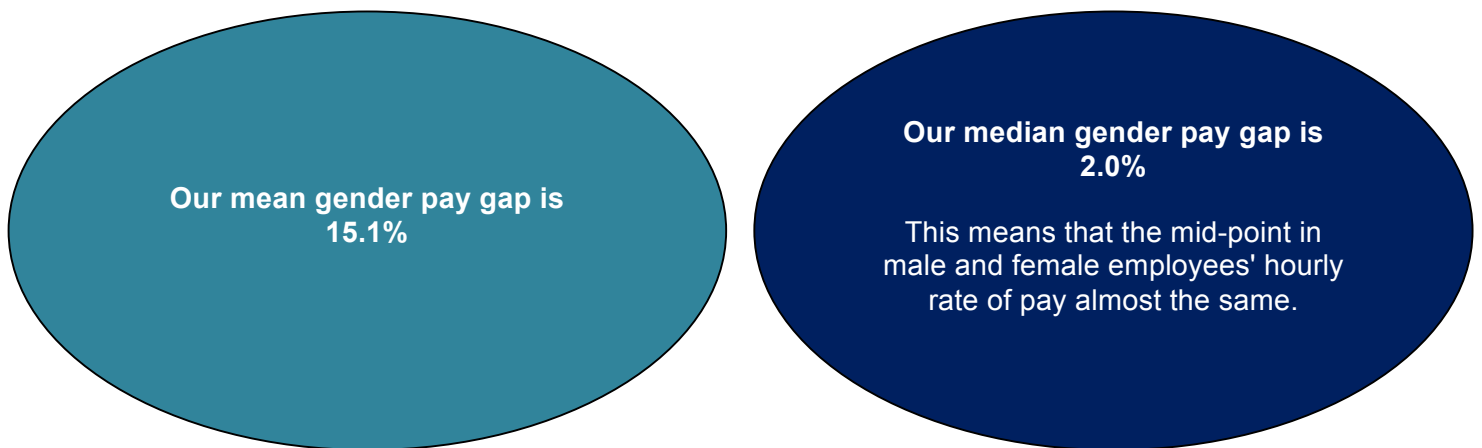
Quality Line Transport Limited is an equal opportunities employer and we are committed to providing equal pay for equal work to all of our employees.

We employ staff in a variety of different roles across our business including: drivers, engineers, administrative staff and other professionals. Therefore pay can vary dependent on role, skill and experience required.

Composition of our workforce

At 5 April 2017, we employed 359 members of staff. This comprises 316 male employees and 43 female employees which is reflective of the historically male dominated transport sector. However, unlike many other businesses, our work on equal opportunities has seen us achieve a strong representation of women in the traditionally male dominated role of bus driver.

We are proud to report that:



The median gender pay gap shows that there is only a difference of £0.25 pence per hour between the hourly rate of pay of men in comparison to the hourly rate of pay of women.

In addition, we are pleased that, at 15.1%, our mean gender pay gap is well below the national average gender pay gap which is just over 18%.

In the circumstances, we believe that our gender pay breakdown will demonstrate we are likely a leading employer in the passenger transport industry but we will search to improve the figures where possible.

Salary quartiles

The pie charts below illustrate the gender distribution at Quality Line Transport Limited across each of the salary quartiles. Each of the quartiles contains 89 employees, with the exception of the upper quartile which contains 88 employees.

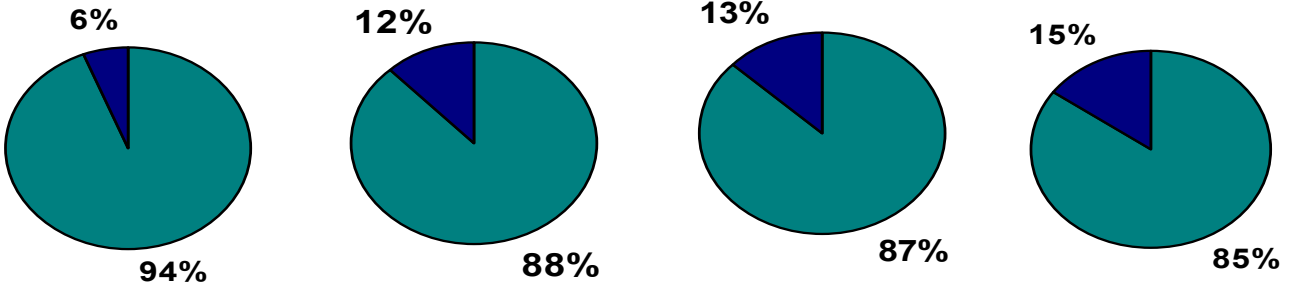
Male 
 Female 

Upper quartile



Upper middle quartile

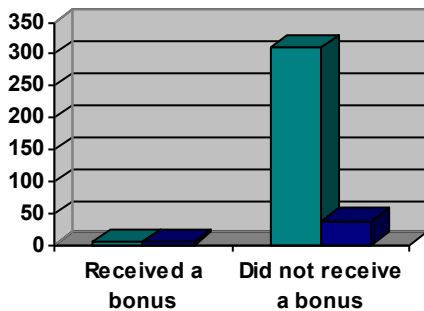
Lower middle quartile

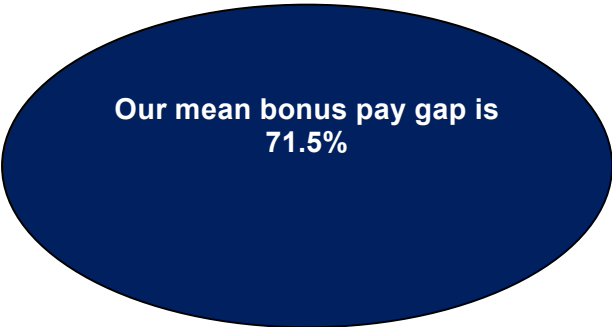
Lower quartile



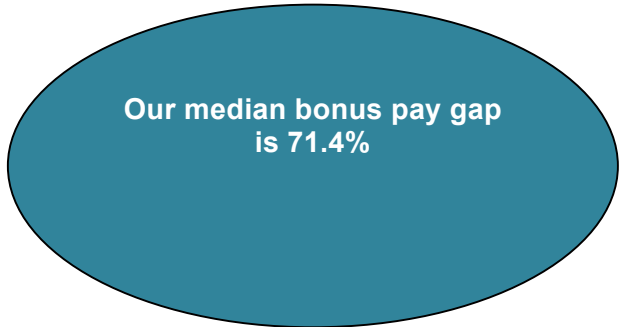
Proportions of employees awarded a bonus in the relevant period

Men		The below bar chart shows that 6 male employees and 5 female employees were paid a bonus for their performance in the period 6 April 2016 to 5 April 2017.
Women		During this time 11.6% of female employees received a bonus payment in comparison to only 1.9% of male employees who received a bonus payment.





**Our mean bonus pay gap is
71.5%**



**Our median bonus pay gap
is 71.4%**

The fact that a higher proportion of female employees, than male employees, receive a bonus is a sign of our gender equality.

The Managing Director of the company, who was in post between 6 April 2016 and 5 April 2017 was male and received a bonus during this period. If his bonus is discounted, equal numbers of male and female employees received a bonus during the relevant period and the mean bonus gap reduces to 54.2%.

Like other companies operating in our sector, we have a lower proportion of female employees in our upper quartile than men and this is the main driver of the gap identified. Notwithstanding this, we are satisfied that the issue is one of female representation in the upper quartile, rather than of equal pay for employees carrying out the same roles.

I confirm that the data within this report is accurate:



Karen Fuller

HR Director