



READYPOWER RAIL SERVICES LIMITED

GENDER PAY GAP REPORT

2026



GENDER PAY GAP REPORT

Following last year's report, Readypower Rail Services Limited (RRSL) is proud to present their Gender Pay Gap report for the specified snapshot date of 5 April 2025 as we continue to meet the requirements for reporting our Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

WHO ARE READYPOWER RAIL SERVICES LIMITED?

RRSL is one of the UK's leading specialist asset-led infrastructure service providers to the rail industry. We operate one of the largest and most diverse specialised fleet in the UK, with locations strategically set up in line with Network Rail's operations across England, Scotland, and Wales.

READYPOWER RAIL SERVICES LIMITED'S COMMITMENT

Our people are our biggest asset and, by sharing this report, we continue our commitment to transparency and improving working environments for all involved with RRSL, to encourage professional and personal growth. Our industry is one that has been historically male dominated but our aim is to make our industry accessible to all.

We strongly believe that a diverse workforce brings a wealth of perspectives and experiences which will drive innovation and excellence across all that we do. Therefore, we remain dedicated to increasing diversity at all levels across our organisation.



TIM COCKAYNE
Chief Executive Officer



ERIN NEILSON
Head of HR





GENDER PAY GAP FIGURES

GENDER PAY GAP

READYPOWER RAIL SERVICES GENDER PAY GAP REPORTING		
	Mean	Median
Hourly Pay	23.55%	34.02%
Bonus Pay	61.5%	56.83%

BONUS PAYMENTS

PROPORTION RECEIVING BONUS PAY IN THE 12 MONTHS TO APRIL 2025	
 60%	 11.20%

PAY QUARTILES

Lower Quartile		Lower Middle Quartile	
Male	Female	Male	Female
83.33%	16.67%	97.78%	2.22%
Upper Middle Quartile		Upper Quartile	
Male	Female	Male	Female
98.89%	1.11%	97.75%	2.25%

WRITTEN STATEMENT

The figures in the tables above have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

UNDERSTANDING THE GAP

RRSL acknowledges that our Gender Pay Gap reflects that, on average, men are paid more than women. However, the pay gap is reflective of the fact that Readypower employs more men than women, as typical in our industry. Specifically, of the Total Relevant Employees, 94.4% are male and 5.6% are female. This is a key contributing factor to our Gender Pay Gap.

As per our Equal Opportunities and Anti-Harassment Policy, we are committed to providing equal opportunities and treatment for all, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We pay staff members equally for the same or equivalent work, regardless of their sex, or any of the protected characteristics listed above. This commitment is evident when comparing our Median Gender Pay Gap from 2024, calculated at 45.77%, with our Median Gender Pay Gap from 2025, calculated at 34.02%. Readypower's efforts are helping to close our Gender Pay Gap.

Moreover, the percentage of women receiving a bonus increased significantly from 2024 [40%] to 2025 [60%], thus documenting RRSL's commitment to close our Gender Bonus Gap.

We are confident that our Gender Pay Gap is not an equal pay issue. Our Gender Pay Gap is reflective of our men and women working in different roles and those roles have different salaries.

We have in place numerous initiatives to aid in closing our Gender Pay Gap and will continue to do so, including:

- Continuously developing family-friendly HR policies, including our Enhanced Maternity Pay Policy, benefiting office and site-based employees
- Actively participating with and supporting Women in Rail and Young Rail Professionals
- Encouraging applicants from all backgrounds, where specific rail competencies are not required, including attending college and school job fairs to raise industry awareness as part of our Recruitment strategy
- An Engineering Apprenticeship Programme, providing education and employment opportunities
- Placement opportunities for those in education seeking work experience
- Regularly review and improve our policies to support current and future staff, including providing training to line managers on supporting their staff members before, during and after any parental leave type

The Rail industry has historically been a male-dominated environment, and it may take several years before any impact on the Gender Pay Gap is seen, but we're confident that our strategies and support to our staff will continue to help close the gap.

This report will be reviewed and amended on an annual basis.