



# Gender Pay Gap Report 2022



# At Alexander Dennis we are committed to driving progress in diversity, equality and inclusion and we recognise that every member of the team has a part to play in this.

**We are on a significant modernisation agenda as we look to transform our business into one that is ready for the future, and we are proud to share that this has continued in our progress towards closing the gender pay gap in this report.**

As the leading UK bus manufacturer, we believe it is our duty to provide an example to the industry and we will continue to strive to do just that. Our percentage of women in leadership is 15.5% and in senior leadership positions is 23.5%, statistics that underline that we are on the right trajectory to increase the amount of women in our workforce.

We know that key to success is ensuring we are laying the foundations to foster a diverse, equal and inclusive working environment.

For the first time since the introduction of our reporting, the average basic salary for a full time female employee is higher than for a male employee. We have made significant improvements for female new starters, where the average salary paid to female new hires was 11.7% higher than male new hires in the period April 2022 to March 2023. We have actively been working towards recruiting and retaining the best female talent across our business, and again we are making strides in this area by recruiting and promoting more women into roles traditionally held by men.

We are proud of the progress that this 2022 report displays though we recognise that we still have work to do as we seek to continuously improve the diversity, equality and inclusivity of our workforce.



**Jane Murphy,**  
Group HR Director

A handwritten signature in black ink that reads "J. Murphy".



**Paul Davies,**  
President and Managing Director

A handwritten signature in black ink that reads "Paul Davies".

## Who we are

Alexander Dennis has been part of leading global bus manufacturer NFI Group since 2019. Alexander Dennis is a global leader in the design and manufacture of double deck buses and is also the UK's largest bus and coach manufacturer. As a pioneer in embracing the latest technology, Alexander Dennis continues to bring the widest range of low and zero emission buses to market and we pride ourselves on our increasingly-diverse workforce.



## Our Vision

To lead the evolution of sustainable on-road mass transportation and mobility.

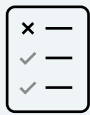
## Our Mission

To design, deliver, and support market-leading bus and coach solutions that are safe, accessible, efficient, and reliable.

## Our Values



**Safety**



**Quality**



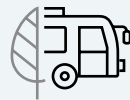
**Integrity**



**Accountability**



**Teamwork**



**Sustainability**



# The Gender Pay Gap Report

**Gender Pay Gap Reporting Regulations expect that all employers with 250 or more employees based in the UK report their gender pay gap.**

Teamwork is one of our company's six core values. We strive to recruit and employ diverse and talented individuals with the right attitude and mind-set to underpin our inclusive growth agenda and make a difference to our successful business.

Women make up 47 percent of the UK workforce yet remain underrepresented in the transport sector, accounting for only 20 percent of workers.

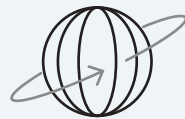
Female representation at Alexander Dennis is reflective of the challenge faced by many other companies within the bus and coach industry, with women representing 7.8 percent of our workforce.



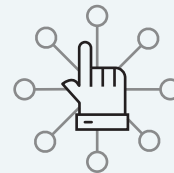
## Alexander Dennis at a glance



Our electric buses have now covered over 80 million zero-emission miles, preventing 110,000 tonnes of CO2e carbon emissions from entering the atmosphere.



Alexander Dennis is the market leader in the UK and Hong Kong, with a growing presence in North America, Singapore, New Zealand and Europe.



Alexander Dennis offers the widest range of low and zero emission solutions in the market.



In partnership with our customers, we have developed class-leading passenger-centric specifications, designed to increase ridership by delivering a premium travel experience.

# Women of Alexander Dennis



**Laura Tofts**, Head of Customer & Product Info

I have been at Alexander Dennis for 9 years and Head Of Product Information for the last two. I've been incredibly lucky to have been given some great opportunities in that time. Over the last few years we have delivered several big projects, including taking our technical publications digital, and have supported our global product range, both old and new.

I particularly enjoy expanding my technical knowledge and I feel empowered within the business, and supported in my professional and personal growth. As part of that I'm taking part in the Women In Transport Lead Programme to develop my leadership skills and build on the experiences I have had at Alexander Dennis so far.



**Kristina Vickova**, Warehouse Team Leader

I began at Alexander Dennis on the packing line, being promoted quickly in November 2020 to a Warehouse Team Leader. As a Team Leader my role involves helping strive for continuous improvements to warehouse processes, as well as being one of four Team Leaders who manage 34 warehouse operatives. Before joining Alexander Dennis I had no prior experience in the industry, but I have had lots of opportunities to grow and develop. I am currently taking a Level 3 Management course to develop my leadership and communication skills.



**Stacy Hendry**, Marketing Executive

I joined Alexander Dennis on the Business Graduate scheme where I gained experience in various departments, including Commercial, Marketing, Procurement, and Operations. My time at the company has given me a great start to my professional career, allowing me to work on real-life projects and discover my strengths. I am proud to be a part of the team to secure the first Hydrogen order. My current role is as Marketing Executive and I enjoy collaborating with experts from different areas and working cross-functionally with many departments throughout the business.

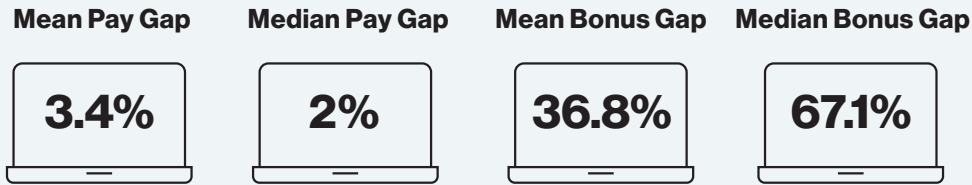


**Stephanie Lockley**, Head of Logistics

As Head of Logistics at Alexander Dennis, I engage cross-functionally with various departments and enjoy the fast-paced environment. I feel supported by the leadership team and my peers, who are experts in their areas. My focus is on ensuring streamlined processes and meeting the highest standard of service while saving on freight costs for both internal sites and customers. It's an honour to be part of Alexander Dennis's fantastic leadership team and work alongside some of the best talent in the industry.

# Our measurements

The 2022 figures show a narrowing of the Gender Pay Gap, in part due to the entire workforce being represented, previous 2 years reports were impacted by the pandemic and the number of employees on furlough. Further continued work to harmonise terms and conditions across all employees and amongst the leadership groups, plus the fruition of strategies to attract, develop and retain female talent are also contributory factors to narrowing the gap.

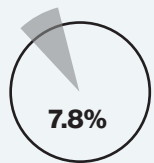


### Of the 2 main Gender Pay Gap measures:

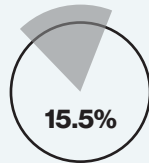
Mean Gender Pay Gap has reduced from **13.8% to 3.4%**

Median Gender Pay Gap has reduced from **16.6% to 2.0%**

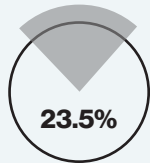
### Percentage of male and female employees



The % of female employees as a % of total workforce.



The % of female employees in Leadership Positions.

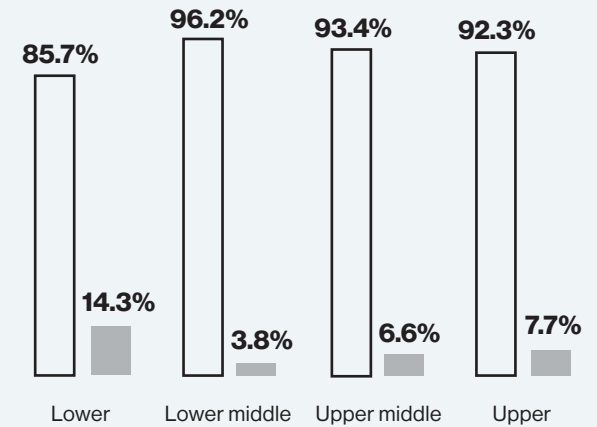


The % of female employees in Senior Leadership Positions.

### Pay quartiles

Proportion of males receiving a bonus payment: **93%**

Proportion of females receiving a bonus payment: **79.6%**



The average female salary is **£35,423** and the average male average salary is **£36,003**.



## **Women in Transport**

Alexander Dennis is actively involved in supporting and promoting Women in Transport, a UK-based organization that aims to improve gender diversity and inclusion in the transportation industry.

Through our involvement with Women in Transport, Alexander Dennis has implemented a number of initiatives aimed at increasing gender diversity and inclusion in the transportation industry. We have hosted events and workshops to promote networking and career development opportunities for women, as well as mentoring programs to support and inspire women in the industry.



# Closing the Gender Pay Gap

## Developing Women in Early Careers

We have begun to develop strong links with universities and colleges local to our three main sites in the UK. Our aim is to ensure we reach more women encouraging them to take up careers in what are traditionally male dominated STEM roles and drive higher female representation.

## Progressing and Developing Female Talent

In Q1 of 2023 we renewed our membership with Women In Transport and continue to encourage women to participate in advanced qualifications and leadership programmes to drive their professional development and career progression within our business.

In 2023 we will also be looking at our apprenticeship levy and how we can better utilise it to invest in our people, developing female talent, building their skills and knowledge to allow them increased opportunities for progression. This will further support our agenda to attract and retain female talent in the business.

## Promoting an Inclusive Culture

We will be launching our new DEI (Diversity, Equity and Inclusion) toolkit in Q2 of 2023 on our internal website. This includes a number of DEI lessons, one of which focuses on Gender Equality at Work. This lesson explores the importance of gender equality in the workplace, promoting inclusive hiring practices, pay equity and creating a work culture that values diversity and inclusion. This initiative is part of a wider DEI strategy to create a more inclusive culture, to expand our employee's knowledge and encourage more forward thinking around this topic.





**[alexander-dennis.com](http://alexander-dennis.com)**