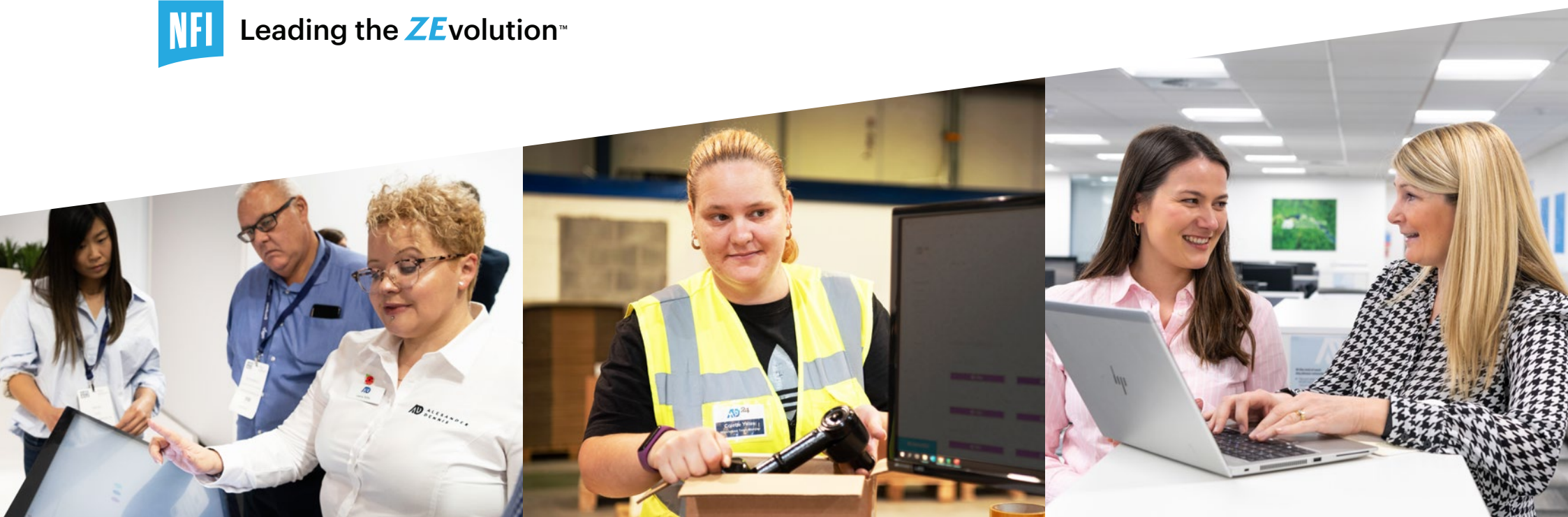




Gender Pay Gap Report 2023



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

Alexander Dennis is 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, 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 14.7% and in senior leadership positions is 17.6%, statistics that underline we are on the right trajectory to increase the amount of women in leadership positions across our business.

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

We are pleased with the progress in this report, where we have increased the number of women in our business to 8.9%.

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. The 2023 figures show a narrowing of our Gender Pay Gap, due to our continuing work to harmonise terms and conditions across all employees.

We are proud of the progress that this 2023 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.



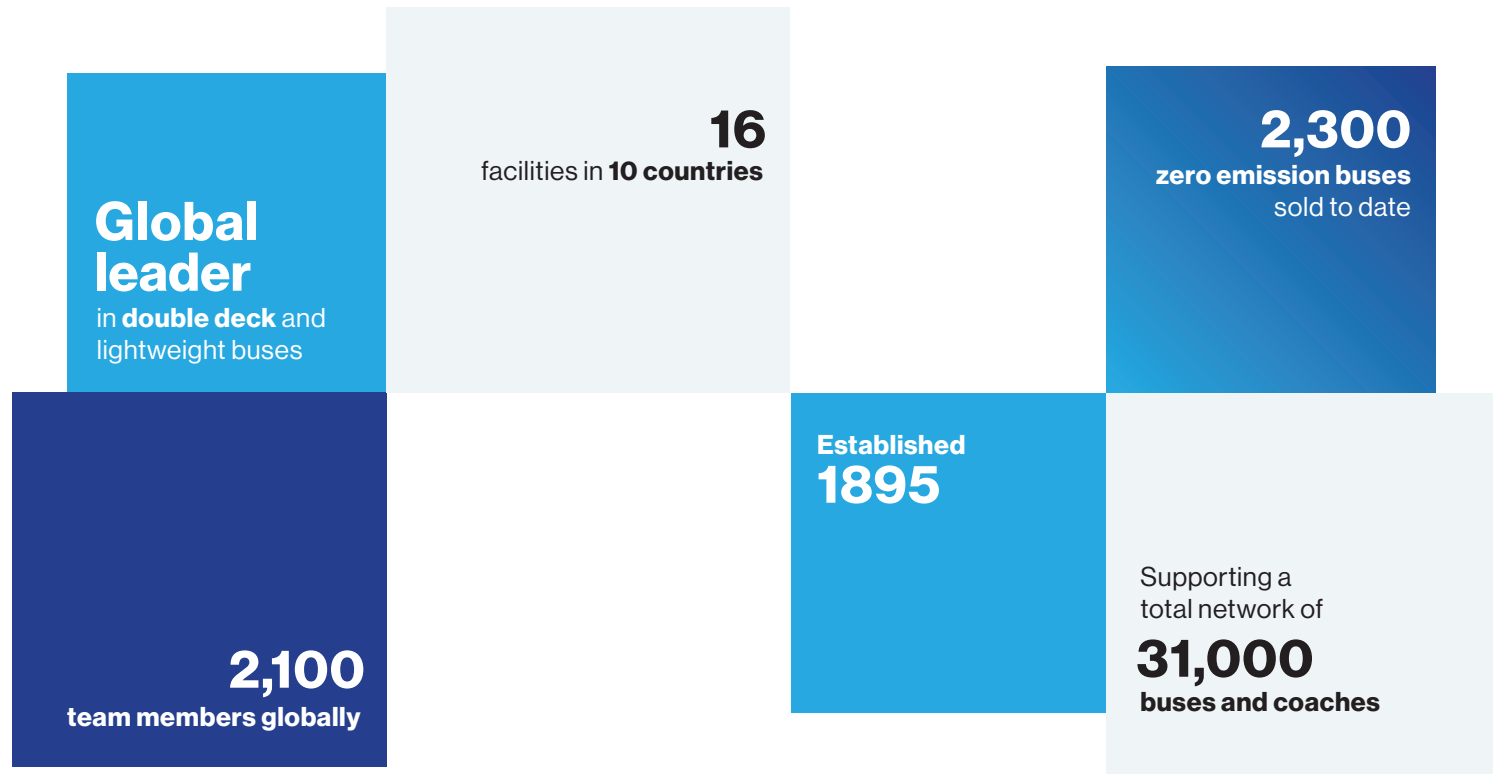
Jane Murphy,
Group HR Director



Paul Davies,
President and Managing Director

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 the 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.

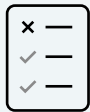
Our Culture

We do our very best for each other and for the future success of Alexander Dennis.

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.

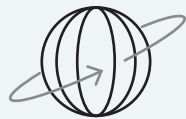
Female representation at Alexander Dennis is reflective of the challenge faced by many other companies within the bus and coach industry, with women representing 8.9 percent of our workforce.



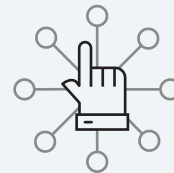
Alexander Dennis at a glance



Our electric buses have now covered over 140 million zero-emission miles, preventing 190,000 tonnes of CO² emissions.



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



Ellen Barnes, HR Business Partner, Scarborough

I joined the Human Resources team at Alexander Dennis in late 2023, and so far, my experience here has been profound in adding to my personal development and progression within the sector. My role primarily involves partnering with key stakeholders within the business to implement and optimise our business policies and procedures, all of which align with our company mission, vision and values. I am able to coach and mentor senior managers who are at the forefront of Alexander Dennis' growth plan, and I have exposure to all areas of the business which I particularly enjoy. I feel really empowered working within a company that invests heavily in its team members, both from a personal perspective and as a HR representative for my site, and I feel blessed to be able to work alongside some really talented and driven individuals within the transport industry.



Kirsten Batchelor, Lead Manufacturing Engineer

I started my career at Alexander Dennis in August 2023 as Lead Manufacturing Engineer. My learning curve in the first few months was really steep, as I was transitioning into a lead role as well as learning a new culture, product and environment. My role involves developing a young team, guiding their daily activities, developing their approach to problem solving and carrying out improvement projects for the site. My current focus is to define proactive projects to improve production throughput and reduce the amount of reactive work carried out by the team. I thrive off seeing someone's job made easier as a result of projects the team carry out – I am currently working with the team to solve problems with permanent solutions and reduce the frustration of vehicle builders. I appreciate the opportunity I have been given by Alexander Dennis to lead a team and further develop my skills in this area.



Lynsey Gardner, Head of Procurement (Body & Electrical)

I joined the company in 2018, having previously worked in petrochemical, electronics and the food industry. My main responsibilities are to set the sourcing strategies for the body and electrical commodities and select the best suppliers to partner with. Managing cost is also a key responsibility within my role. No two days are the same at AD. My role ranges from helping resolve part shortages to keep production moving to negotiating millions of pounds worth of spend with suppliers and everything in between. I also get to work with a great team of people.

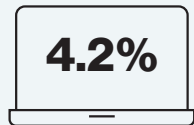
Our measurements

All data for 4 April 2023 unless otherwise stated.

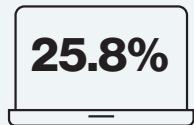
Mean Pay Gap



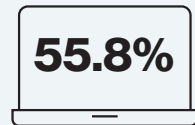
Median Pay Gap



Mean Bonus Gap



Median Bonus Gap



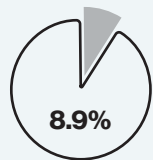
The 2023 figures show a narrowing of the Gender Pay Gap, due to continuing work to harmonise terms and conditions across all employees and amongst the leadership groups.

Of the two main Gender Pay Gap measures:

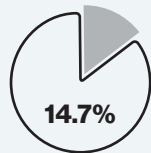
Mean Gender Pay Gap has reduced from **3.4% to -1.5%**

Median Gender Pay Gap has increased from **2.0% to 4.2%**

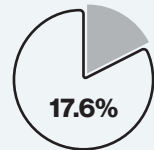
Percentage of male and female employees



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



The % of female employees in Leadership Positions.

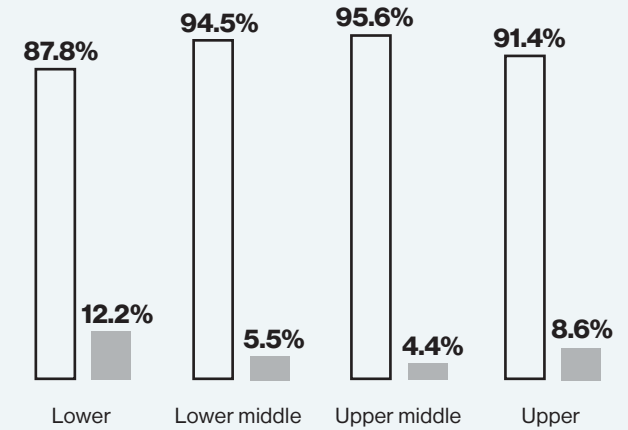


The % of female employees in Senior Leadership Positions.

Pay quartiles

Proportion of males receiving a bonus payment: **83.1%**

Proportion of females receiving a bonus payment: **57.5%**



Average male salary is **£38,683.47** and the average female salary is **£39,451.21**



Women in Bus & Coach

Alexander Dennis is delighted to support Women in Bus and Coach which had a Parliamentary launch in 2023.

The Women in Bus and Coach initiative aims to create a national network to encourage, represent, support and retain women in the bus and coach profession.

As a corporate member of Women in Bus and Coach, we will work with others in the industry to challenge and eliminate barriers currently faced by women in the profession. The initiatives we work on, will help to make sure that women have equal access to a career in the industry and a workplace designed around their needs.



Closing the Gender Pay Gap

Developing Females in Early Careers

We are continuing to develop our STEM programme offerings and working with more primary schools to encourage females at an early age to consider careers in the transport industry and increase the number of females in the workplace.

Progressing and Developing Female Talent

We continue to leverage our membership with Women In Transport supporting our female team members to participate in advanced qualifications and leadership programmes, as well as encouraging them to attend the Women in Transport events across the year, to drive their professional development and career progression within our business.

In 2024 we will continue to review our apprenticeship levy to better utilise the investment 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

At Alexander Dennis we are delighted to have created our Pride Network which is our LGBTQ+ network that serves as a safe space where we aspire to offer and achieve peer to peer support, raise awareness and ensure accountability. The network works with functions across the business to ensure a more inclusive culture. One of the first initiatives the Pride Network implemented was the implementation of e-learning, working with the HR team. The goal was to ensure inclusivity in the information we are distributing to our team members.





alexander-dennis.com