



Gender Pay Gap Report 2025



Lothian's Gender Pay Gap

Welcome to Lothian's latest gender pay gap report, which reflects on our gender pay gap figures as at 5 April 2025. This report is based on full time employees who have received 100% of pay.

This report focuses on Lothian Buses. Other companies within the Lothian Group with fewer than 250 employees, are not included in this report.

The aim of gender pay gap reporting is to illustrate how large the pay gap is between an organisation's male and female employees. This report uses six different measures to do this:

- Our 'mean' gender pay gap: the difference between the mean hourly rate of pay of male employees and that of female employees.
- Our 'median' gender pay gap: the difference between the median hourly rate of pay of male employees and that of female employees.
- Our 'mean' bonus gap: the difference between the mean bonus pay paid to male employees and that paid to female employees.
- Our 'median' bonus gap: the difference between the median bonus pay paid to male employees and that paid to female employees.
- Bonus proportions: the proportions of male and female employees who were paid bonus pay during the relevant period.
- Quartile pay bands: the proportions of male and female employees in lower, lower-middle, upper-middle and upper quartile pay bands.

Our Findings

Women's earnings are lower by:

	April 2024	April 2025
Mean Gender Pay Gap	2.0%	0.1%
Median Gender Pay Gap	7.5%	3.2%

Pay Quartiles

Our pay quartiles show us what the proportion of males to females was in each of the four quartiles, based on 2,378 employees.

	April 2024	April 2025
Upper pay quartile	Women (7.14%) Men (92.86%)	Women (9.93%) Men (90.07%)
Upper middle pay quartile	Women (5.41%) Men (94.59%)	Women (5.04%) Men (94.96%)
Lower middle pay quartile	Women (6.11%) Men (93.89%)	Women (6.22%) Men (93.78%)
Lower salary quartile	Women (15.01%) Men (84.99%)	Women (15.15%) Men (84.85%)

Bonus Pay Gap

Our findings show that 8.80% of female employees and 8.19% of male employees received a 'bonus'. While we do not offer traditional performance related bonuses, our sales employees receive commission against sales. These payments are documented in our annual return, in line with the gender pay gap reporting requirements.

Of the total number of employees who received a bonus, 90% were male and 10% were female. The average (mean) bonus received by women was 2% higher than that received by men. The median bonus received by women was the same as that received by men.

Tackling the Gender Pay Gap - Targeted action to reduce and close the gender pay gap in 2025 and beyond

Recruitment

During 2025, 12% of new recruits were women, compared with 10% in 2024. This reflects variations in application levels and the roles recruited for during the year.

Building on earlier work to broaden access to engineering and technical roles, including the Girls in Engineering visit held in 2024, where pupils met female apprentices and engineers and learned about pathways into the industry, Lothian continued to promote awareness of engineering careers among young people and the wider community. We are looking to deliver more events like this in future, as they play an important role in widening participation and inspiring the next generation.

During 2025, Lothian also continued its ongoing work to encourage interest in driving careers through its recurring Try A Bus initiative. A key event took place on 8 March 2025, offering prospective applicants the chance to explore the role first-hand and speak with recruitment and training colleagues. As the event took place on International Women's Day, it provided a timely opportunity to encourage women considering a new career direction to learn more about the support, training and progression available within the business.

Throughout the year, the recruitment team continued to work closely with external partners and took part in a range of local recruitment fairs, including events delivered in partnership with Smart Works Scotland - Women into Work which created opportunities to meet women exploring new career paths or looking to return to work.

As a Living Wage employer, Lothian continues to take active steps to address gender inequality by ensuring all colleagues receive fair and equitable pay.

Women in Transport

The organisation further strengthened its support for women's development through the renewal of its partnership with Women in Transport. This partnership offers colleagues access to mentoring, networking and development opportunities and reflects Lothian's continued emphasis on creating an environment in which women feel supported at every stage of their careers.

The 2025 Women in Transport Equity Index highlights that gender representation and progression continue to vary across the wider transport sector, with ongoing challenges in areas such as leadership representation, pay equity and inclusion. These insights reinforce the value of Lothian's partnership with Women in Transport, helping us stay informed on sector-wide trends and continue to support meaningful progress within the industry.

Culture, Diversity and Inclusion

Lothian's broader inclusion commitments were reinforced through the launch of its Youth Engagement and Inclusion Strategy in October 2025. Although focused on strengthening engagement with young people, the strategy contributes to the wider cultural foundations that support equality, ensuring that respect, opportunity and inclusion remain central to the organisation's approach.

As part of Lothian's ongoing commitment to nurturing a positive, respectful and supportive workplace culture, we are planning to refresh our Be Kind initiative. The initiative has always been an important part of our approach to preventing sexual harassment, in line with Lothian's Sexual Harassment Policy, by encouraging colleagues to consider how everyday comments, behaviours and interactions can affect others and by promoting kindness, understanding and awareness across the organisation. This work will continue to align with our Sexual Harassment Policy and supports recent changes to the Employment Rights Act, which strengthen both the duty on employers to prevent sexual harassment in the workplace and the protections for those who raise concerns.

Since publishing our Menopause Policy in 2023, we have continued to provide managers with guidance and support to ensure colleagues experiencing menopausal symptoms feel understood and supported at work. Alongside this, we have also been developing a new Wellbeing page, which will be rolled out in early 2026. The page brings together a range of tools and resources and our approach focuses on four key areas: Physical, Mental, Financial and Social, to help colleagues access the support that matters most to them.

I confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read 'Sarah Boyd', written in a cursive style.

Sarah Boyd, Chief Executive