



Eurotunnel Gender Pay Report 2021

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EUROTUNNEL FACTS AND FIGURES 2021

A Vital Link in Europe

Eurotunnel makes an important contribution to the economic vitality of Europe, by bringing people, business and culture together:

- The Channel Tunnel is the fastest, easiest and most reliable way to cross the Channel.
- The Fixed Link is the only cross-Channel service open 24 hours a day, 365 days a year.
- Eurotunnel is to date the only operator on the Short Straits to have published a carbon footprint report since 2007 and offers by far the most environmentally-friendly cross-Channel service.



95

million vehicles of all types have used the Tunnel since 1994



465

million passengers have travelled through the Tunnel since 1994



-6%

reduction in greenhouse gas emissions in 2021

EUROTUNNEL FACTS AND FIGURES 2021

The Channel Tunnel facilitates the movement of 26% of trade in goods between the UK and continental Europe, which represents a total value of €140bn per year to the UK and European economies.

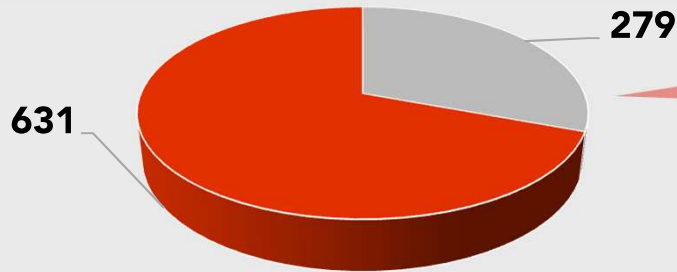


Eurotunnel's parent company, Getlink, employs around 3,500 people across Europe of which over 900 are employed directly by Eurotunnel in the UK.



RELEVANT EMPLOYEES

Eurotunnel Relevant Employees

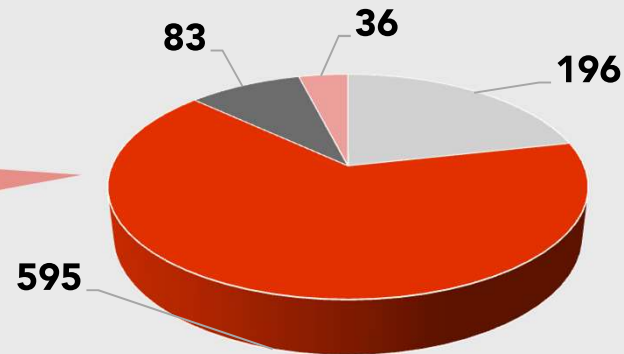


- Female Relevant Employees
- Male Relevant Employees

The nature of our business means that certain roles are predominantly filled by male employees. These roles tend to be within our maintenance and engineering divisions and train drivers.

Eurotunnel is committed to offering its workforce flexible working opportunities and accommodating part time working where business need allows. Of our female relevant employees, almost 30% are part time and for male relevant employees, around 6% are employed on part time contracts.

Full-time / Part-time Employees

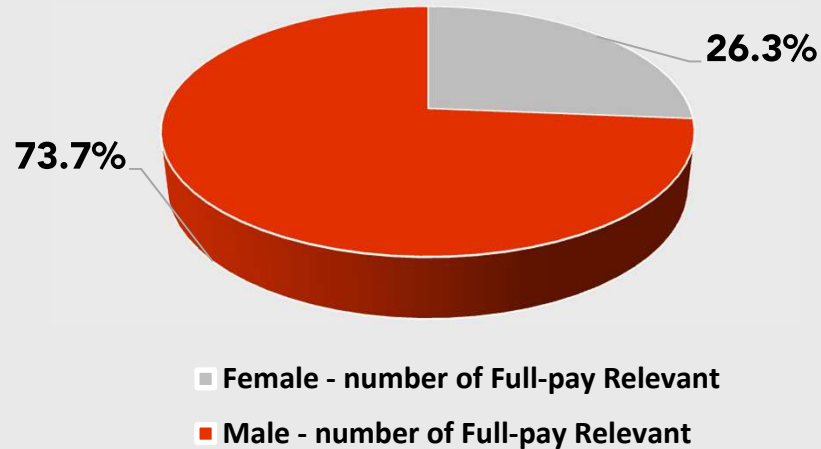


- Female Full-time Employees
- Male Full-time Employees
- Female Part-time Employees
- Male Part-time Employees

ORDINARY PAY

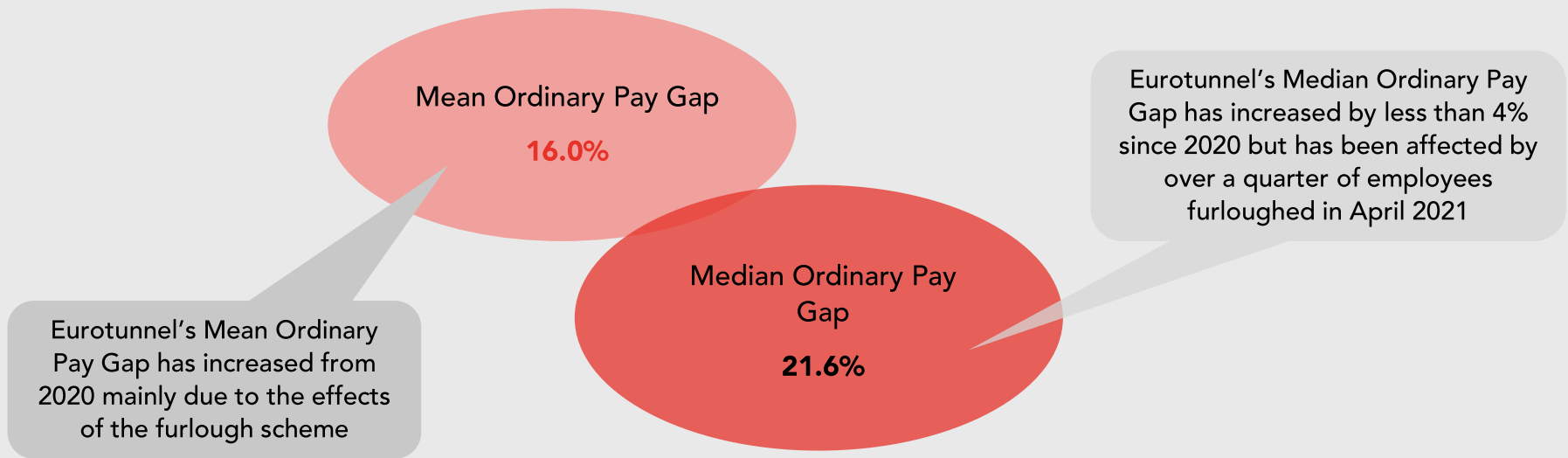
Eurotunnel adheres to the HAY evaluation process for setting pay rates within salary banded positions. Since 2006, for all other positions, Eurotunnel operates a 'Rate for the Job' policy which ensures that all employees are paid the same salary for performing the same job. It is recognised that Eurotunnel, whilst adhering to an equal opportunities policy, is a largely male dominated environment.

UK Full Pay Relevant Employees



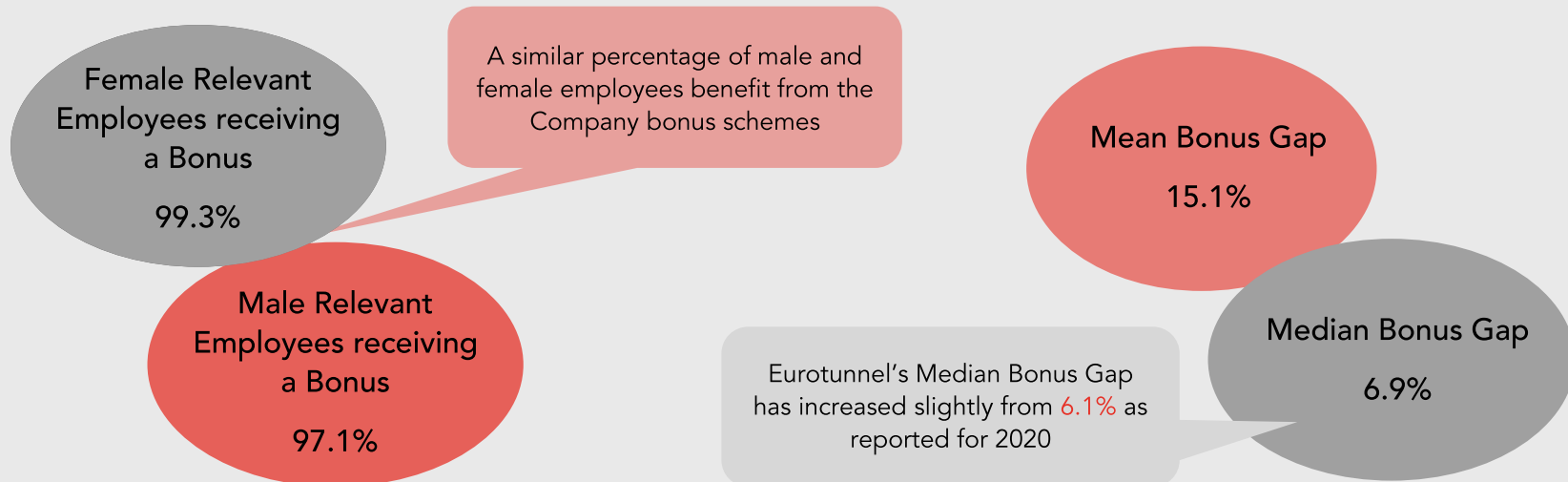
ORDINARY PAY

Although our median Gender Pay Gap has widened this year, this is mainly due to the impact of the COVID-19 pandemic and the furloughing of employees under the Coronavirus Job Retention Scheme. In April 2021, 238 (26%) of our workforce were subject to furlough and are excluded from our full pay relevant employees. Of the 238 furloughed employees, 42% were female and 58% male. However, the roles subject to furlough were mainly in our operational and commercial divisions, which tend to attract salaries in the lower or lower middle quartile. Other areas of the business, such as Infrastructure maintenance and Mechanical & Engineering departments, were impacted less. These areas have historically lent themselves to a mainly male workforce and, with the technical competencies and qualifications required for these roles, salaries tend towards the upper middle and upper quartiles.



BONUS PAYMENTS

Eurotunnel offers our employees access to generous bonus schemes, in the form of an annual general bonus and a four-monthly quality of service bonus. Our bonus schemes are based on the Company's operating performance, financial results and delivery of a quality service to our customers.



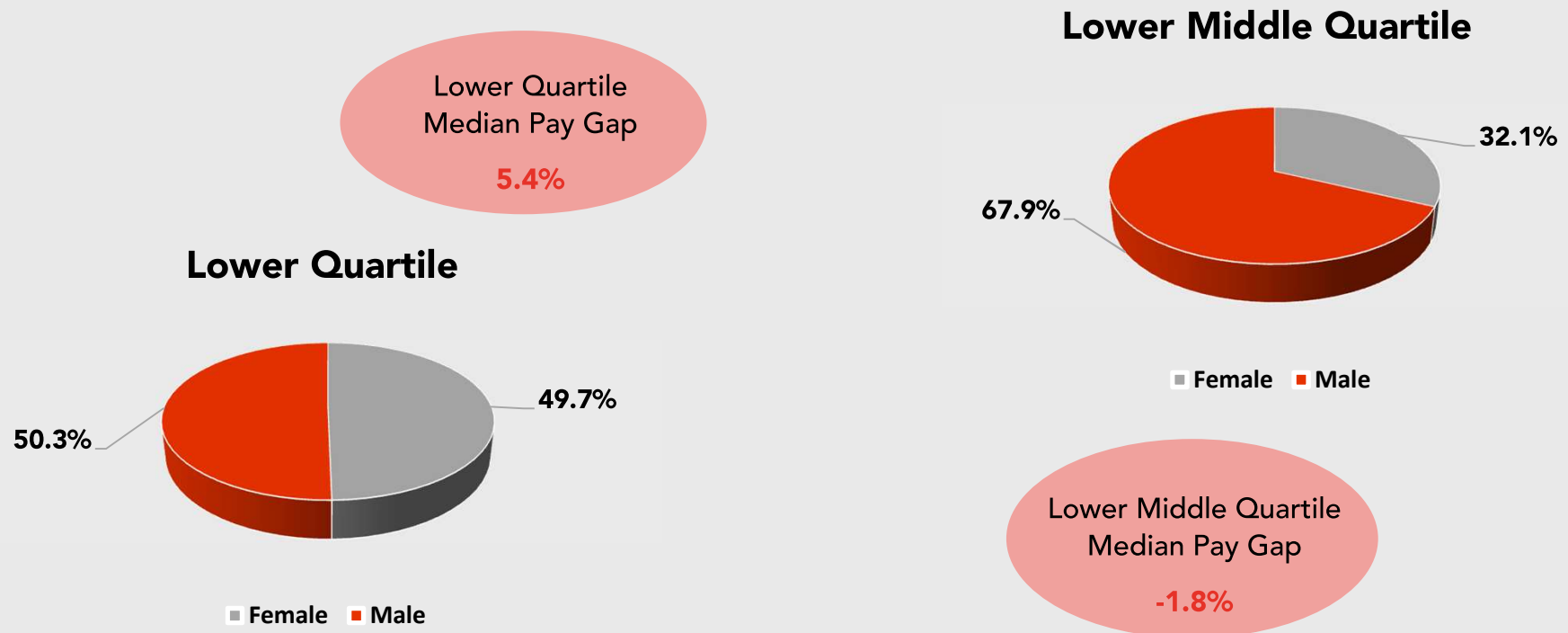
Eurotunnel believes that it offers fair bonus schemes to female and male colleagues alike, with gender parity in those receiving bonuses. Our median Gender Bonus gap is in line with the minimal gap reported for 2020. The remaining Gender Bonus gap illustrated above is due to:

- The difference in the part-time ratio between females and males: 29.7% of relevant females are part-time compared to 5.7% of relevant males. The gender gap for bonuses does not make allowances for this in the calculation.
- A male population weighting in certain departments reflects in the annual general bonus which is salary related.

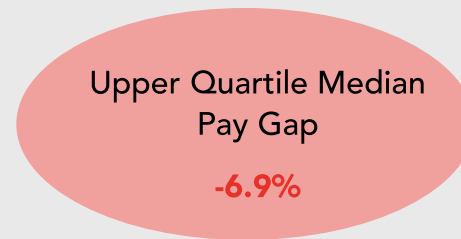
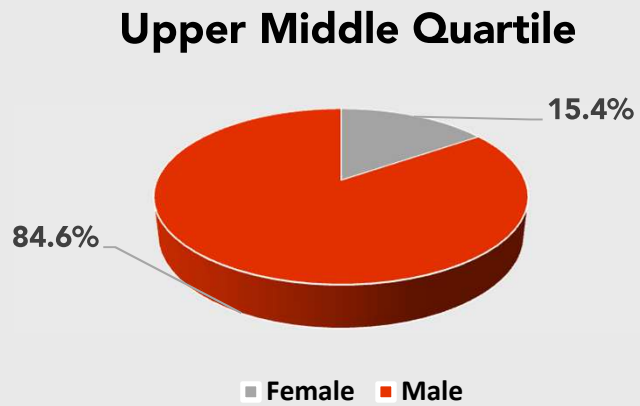
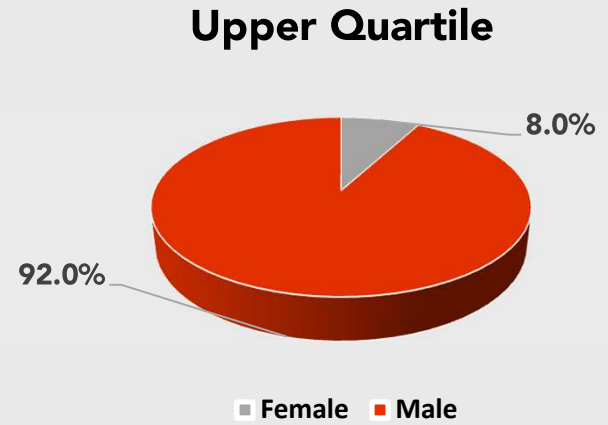
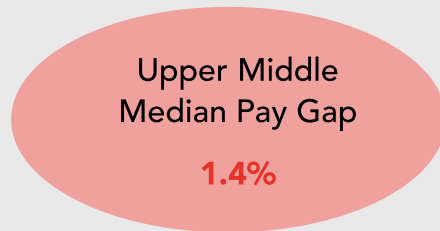
ORDINARY PAY GAP BY QUARTILES

The following charts show the distribution of 650 full pay relevant employees across four equal quartiles. The number of female to male employees decreases the higher the pay quartile. This is due to a number of roles in our Company attracting a predominantly male workforce.

However, it is clear from the median pay gap within each quartile that the small variance between male and female rates means that employees are paid equally for the types of roles that they fulfil within these quartiles.



ORDINARY PAY GAP BY QUARTILES



GENDER PAY SUMMARY

▪ Key Findings

Eurotunnel's overall median gender pay gap at April 2021 is 21.6%. Our data is based on our full pay relevant workforce at 5 April 2021, which is 73.7% male and 26.3% female. Although our median gender pay gap has increased since our last reports for 2018 and 2020, it should be noted that during the relevant pay period, 26% of our employees were subject to furlough under the Government Coronavirus Job Retention Scheme. These employees have been excluded from our full pay relevant employees and, due to the nature of the roles subject to furlough, this has adversely affected our gender pay gap calculation this year.

The nature of our business means that the highest paid roles are predominantly filled by male employees. These roles tend to be within our maintenance and engineering divisions and train driver population. Whilst Eurotunnel undertakes robust and unbiased recruitment processes, we recognise that it is predominantly males who apply for these types of roles.

Our median bonus pay gap of 6.9% for bonuses paid to over 97% of male and female employees, reflects the standardisation of our bonus schemes across the majority of our staff. However, a higher average bonus gender gap reflects that a far higher proportion of our female employees are part-time workers (over 29%) compared to males (less than 6%). The level of part-time workers is indicative of the Company's commitment to Flexible Working arrangements.

GENDER PAY SUMMARY

- **Key Findings**

The Company continues to strive to ensure that females are equally represented at senior management level in the UK. Our robust external recruitment processes as well as group wide people development tools are helping the Company identify the necessary skills and talents across both female and male employees and encouraging development at senior management level.

A group wide Charter of gender equality was launched in the UK during 2020, focusing on four key topics; recruitment, career development, work-life balance and pay.

- **Company Statement**

Eurotunnel is committed to the principle of gender pay equality. Our 2021 gender pay gap report has been prepared in line with mandatory requirements.

Phillipa Pemsel



Human Resources Director UK

March 2022

