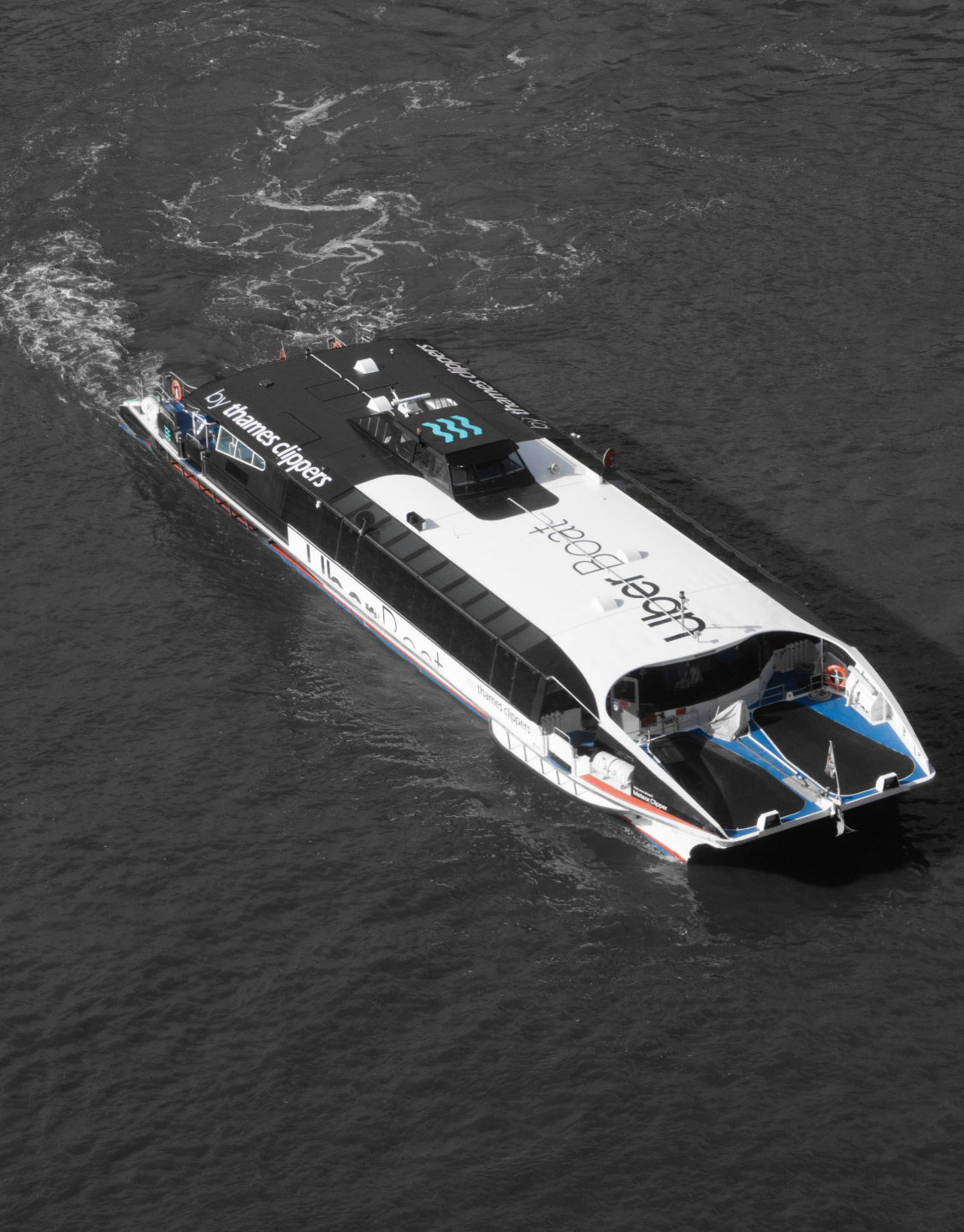


2023 Gender Pay Gap Report



Uber Boat

by **thames clippers**



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A NOTE FROM OUR CEO

At Uber Boat by Thames Clippers, we want to be responsible for shaping the next era of the working community on the River Thames. This includes our partners, passengers, the wider River business community and, most importantly, our people, who are the very heart of our business.

We believe this responsibility also extends to accurately representing the diverse society we operate within. We are committed to creating a working environment where people of any gender, age, race, ethnicity, sexuality, disability, social background, and any other difference, feel they are welcome, belong, are treated fairly, and have no barriers to succeed in their career.

Since 2017, all employers with a headcount of 250 or above are required to report on their gender pay gap. In this report, we have shared our 2023 gender pay gap figures, reflective of our pay data on 5th April 2023, which is the snapshot date specified by the U.K. Government.

We are excited to share that, following a comprehensive review of our pay parity, we have made good progress in achieving pay equity across all genders. Our unwavering commitment to closing the

gender pay gap has resulted in a decrease (by 8.4%) in the gender pay gap as compared to the period covered by our previous report.

Because our industry has historically been typically male-dominated, we have undertaken significant efforts to improve our gender diversity. We take pride in fostering our talent and recognise that some of our most exceptional employees have joined our ranks through our apprenticeship programme. It is with great pleasure that we share that we currently have three female apprentices in our Engineering Team and five female captains in our Fleet Operations Team, all of whom we have invested in and watched develop over time.

As we embark on our 25th year in business, we are driven to achieve even greater things. Our vision is to cultivate a diverse workforce that embraces inclusivity and a strong sense of unity among all our team members. Together, I believe we can achieve extraordinary things.

Sean Collins
Co-Founder and CEO



Total Headcount
Gender Split

69.53%
MALE

30.47%
FEMALE

Almost a third of our workforce is female as of the 5th April 2023



New Joiners Gender Split 2023

72.08%
MALE

27.92%
FEMALE

DEFINITIONS

THE GENDER PAY GAP

The gender pay gap is a measure of the difference in the average pay between men and women in an organisation, irrespective of their role. Any organisation that has more than 250 employees must publish and report figures about its gender pay gap. The data published in this report is stated as of 5th April 2023.

PAY

Is your basic salary as well as regular allowances, pay for leave, bonuses and commission. It does not include overtime, redundancy or termination of employment, payment in lieu of annual leave, or the value of benefits that are not in the form of money.

BONUS

Is any additional pay above your basic salary. This relates to extra remuneration based on productivity, performance, incentives and commission. Bonus pay does not include overtime, redundancy or termination of employment, payment in lieu of annual leave, or any form of compensation other than cash.

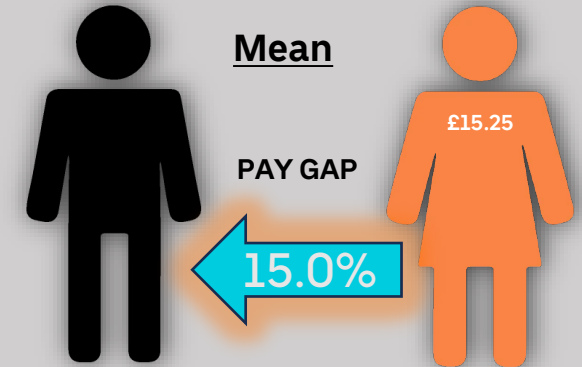
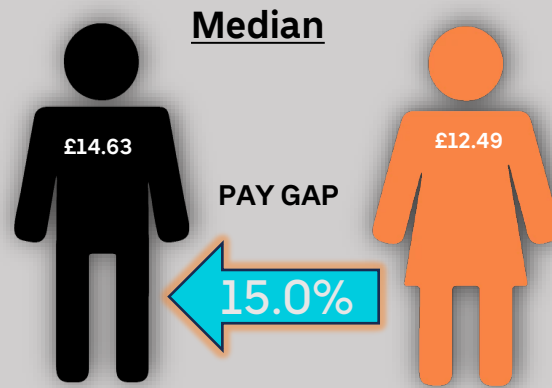
EQUAL PAY VS GENDER PAY GAP

Equal pay is a legal requirement, meaning anyone doing the same or similar job should be paid the same amount, regardless of gender. Gender pay gap is the difference between the average pay between all men and women in a workforce. Having a gender pay gap can be a result of having a gender imbalance, including having more of one gender in more junior or senior roles, compared to the other. It can be caused by a multitude of things including having fewer women in senior or more high-earning roles, or more women working part time.

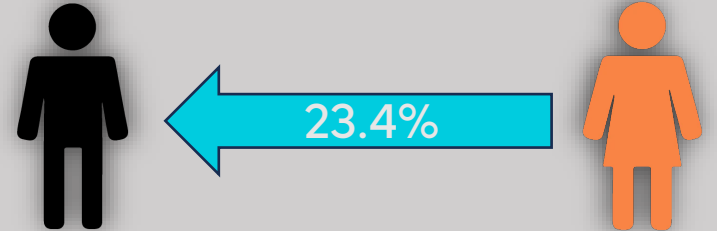
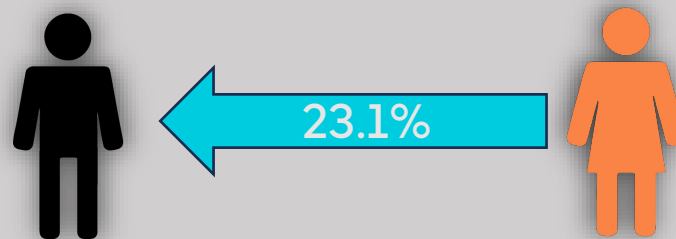


OUR DATA: GENDER PAY GAP

2023



2022



We take great pride in the progress we have made towards achieving pay parity across all our operational roles. Our commitment to this has resulted in a **reduction** in both **median and mean pay gaps** since last year.

MEDIAN HOURLY RATES are calculated by identifying the middle male and middle female employee and comparing the difference in pay.

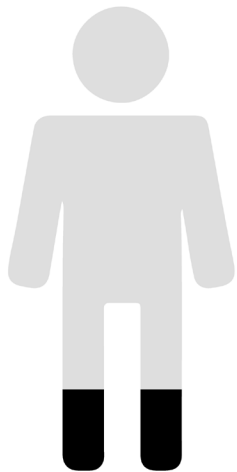
MEAN HOURLY RATES show the difference in the average hourly rate of pay between a male employee and a female employee. This is directly affected by the percentage of male and female employees in the business and their different roles.

BONUSES

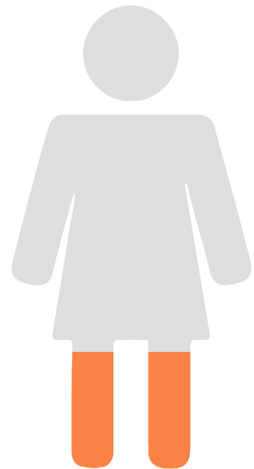
	Men (£)	Women (£)	Pay Gap (%)
Mean bonus	2,833.14	2,434.31	14%
Median bonus	500	310	38%

MEAN BONUS shows the difference in the average bonus between a male employee and a female employee, taking an average of those employees who have received a bonus

MEDIAN BONUS is calculated by identifying the middle male and middle female colleague and comparing the difference in bonus, taking an average of those employees who have received a bonus



19%
MALE
(Out of 299 Males)



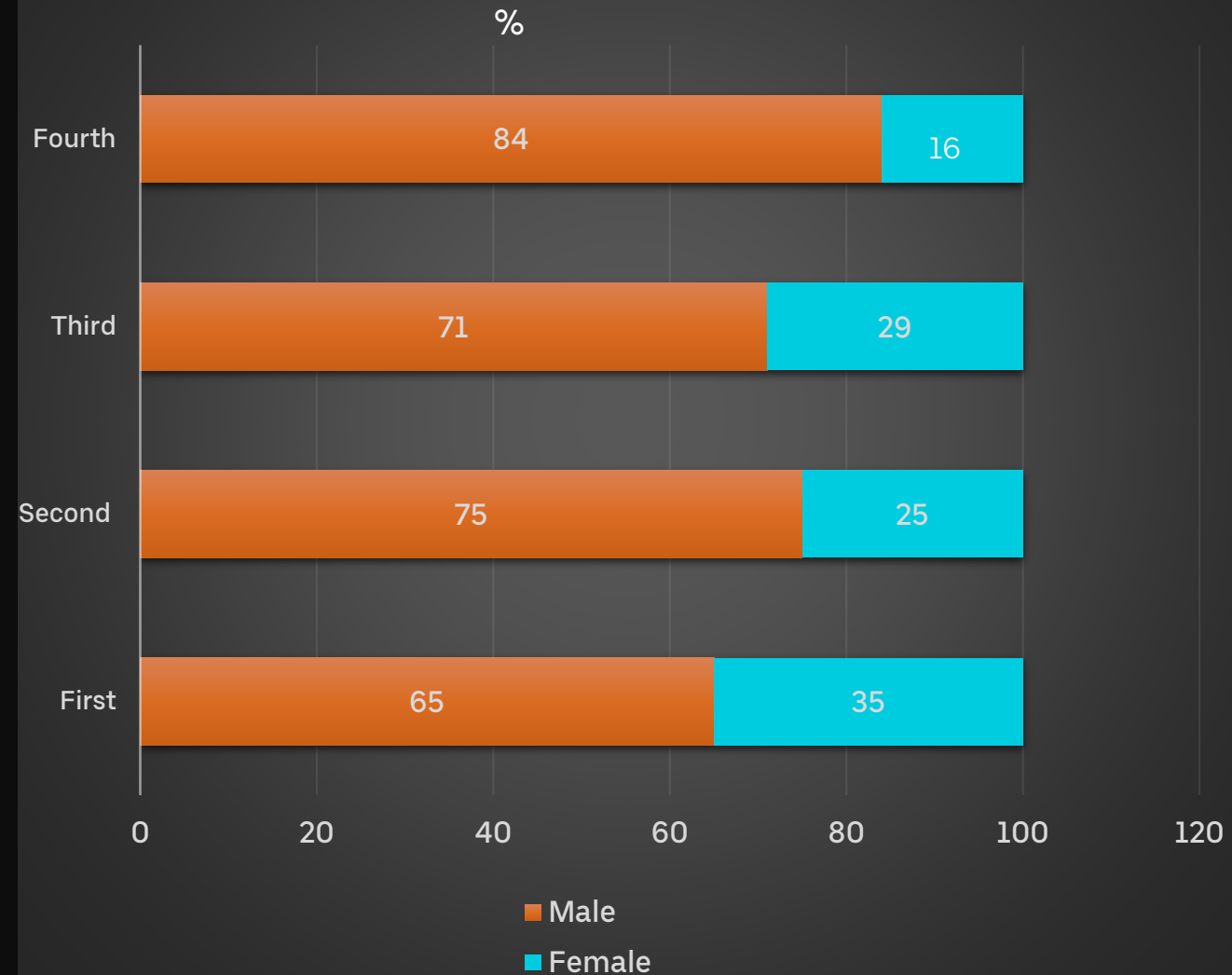
28%
FEMALE
(Out of 131 Females)



The pay quartiles presented here serve to demonstrate the proportion of male and female employees in four distinct pay bands.

To ascertain these bands, we have ranked the relevant employees in order of highest to lowest remuneration, divided this cohort into four quartiles, and then calculated the percentage of men and women in each quartile.

PAY QUARTILES



OUR PROMISE



At Uber Boat by Thames Clippers, we are dedicated to creating an environment that is inclusive and diverse, where every employee is valued for their contributions, their loyalty, and their adherence to our core values.

We are committed to providing equal opportunities for all to advance in their careers, develop professionally, and receive fair compensation.

In 2023, we took a bold step towards greater understanding by listening to the voices of our employees. We have heard their concerns and are taking active steps to foster greater engagement and establish a more diverse and inclusive environment where every employee feels a sense of belonging.