

# OUR 2020 GENDER PAY GAP REPORT

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

## PAY AND BONUS GAP

### Difference between men and women

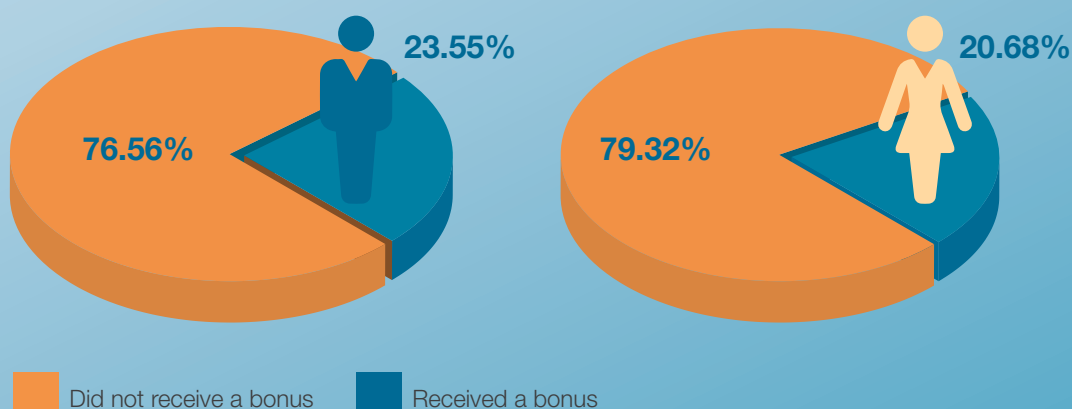
	Mean 2020	Mean 2019	Median 2020	Median 2019
<b>Hourly fixed pay</b>	+29.71%	+30.46%	+34.85%	+25.59%
<b>Bonus paid</b>	+49.79%	+58.50%	-131.21%	-24.44%

(+ indicates men are paid more than women)

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2020). It also captures the mean and median difference between bonuses paid to men and women at Bellrock in the year up to 5th April 2020, i.e. for the 2019/20 performance year.

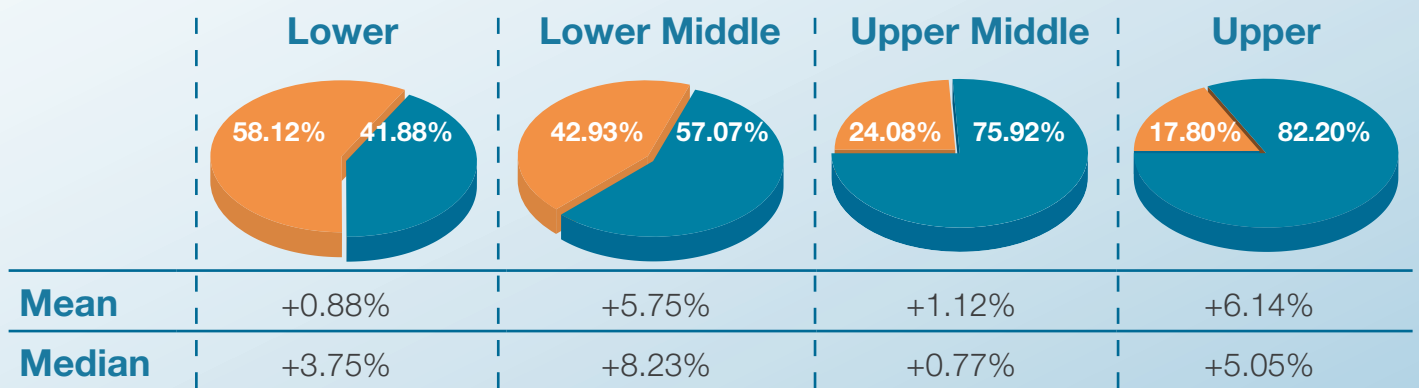
We have also included our 2019 results for comparison.

## Proportion of colleagues awarded a bonus for 2019



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## PAY QUARTILES



**Pay Gap**  **Men**  **Women**

(+ indicates men are paid more than women)

The above figures illustrate the gender distribution at Bellrock across four equally sized quartiles, each containing 191 employees, an decrease of 8 employees per quartile on the previous year.

Our records indicate that all staff are paid the same rate for equivalent roles and that our pay gap is driven by the proportion of women in senior positions.

Our aim is to attract, recruit, promote and transfer the best talent for the role, irrespective of gender, race, disability, sexual orientation, age or religion, particularly in senior roles. We are confident that this balanced approach will narrow the overall gender pay gap over time as evidenced by the fact that our mean gender pay gap has improved in the last year. Our mean and median gap in the upper quartile has improved significantly on last year (previous +15.60% mean gap and +10.10% median gap) and we have also seen a smaller gap in the upper middle quartile (previous +1.95% mean gap and +2.40% median gap).

I confirm the data reported is accurate.



**David Smith**  
Chief Executive Officer

April 2021