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

**OUR 2024 GENDER PAY GAP REPORT**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **PAY AND BONUS GAP** |  |  |  |  |
| **Difference between men and women** | | | | |
|  | Mean 2024 | Mean 2023 | Median 2024 | Median 2023 |
| **Hourly fixed pay** | +31.02% | +35.32% | +34.05% | +32.21% |
| **Bonus paid** | +64.96% | +60.95% | 0.00% | +8.01% |
| (+ 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 2024). It also captures the mean and median difference between bonuses paid to men and women at Bellrock in the year up to 5th April 2024, i.e. for the 2023/24 performance year. We have also included our 2023 results for comparison.

# Proportion of colleagues awarded a bonus for 2023/2024

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**12.61%**

**20.67%**

**79.33%**

**87.39%**

|  |  |
| --- | --- |
| Did not receive a bonus | Received a bonus |

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# PAY QUARTILES

**OUR 2024 GENDER PAY GAP REPORT**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Lower**  **A pie chart with a blue and orange center  AI-generated content may be incorrect.**  **32.64%**  **67.36%** | **Lower Middle**  A pie chart with a blue and orange color  AI-generated content may be incorrect.  **48.04%**  **51.96%** | **Upper Middle**  **A blue pie chart with orange and blue squares  AI-generated content may be incorrect.**    **73.37%**  **26.63%** | **Upper**  **A blue and orange pie chart  AI-generated content may be incorrect.**  **22.77%**  **77.23%** |
| **Mean** | -2.33% | +1.89% | +4.45% | +14.60% |
| **Median** | -3.35% | +3.76% | +7.29% | +8.45% |
| **Pay Gap**  **Men Women** | | | | |
| (+ indicates men are paid more than women) | | | | |

The above figures illustrate the gender distribution at Bellrock across four quartiles, the lower, lower middle and upper middle each containing 383 employees and the upper containing 382 employees, an increase of 10 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 a lower proportion of women in senior positions and a higher proportion of men working in engineering related roles.

We recognise that we need to continue our work to further narrow the overall gender pay gap through attracting, promoting, developing and encouraging the progression of women at all levels, particularly those that aspire to work in senior positions.

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I confirm the data reported is accurate.

Dr John Hamilton

Chief People Officer