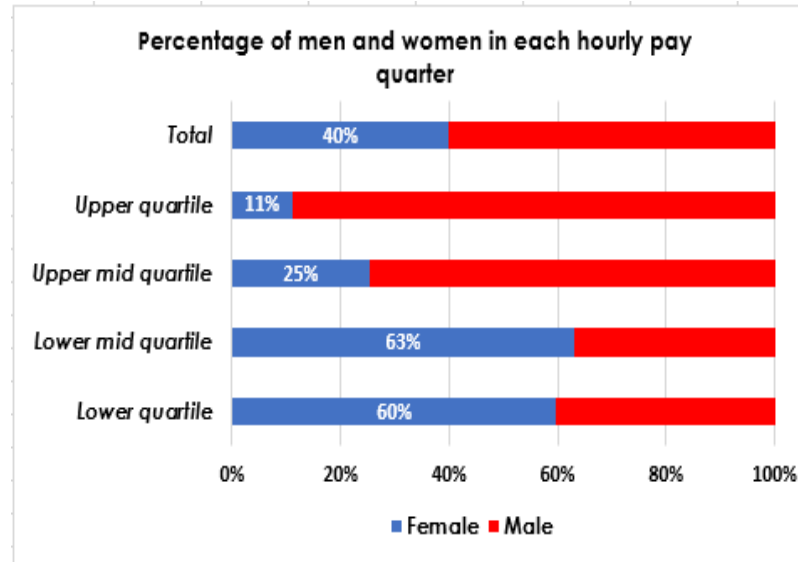


# BSW Gender Pay Gap Report 2019 to 2020

Closing the gender pay gap across the Heating Services industry means having more women in more senior positions and out in the field. BSW Heating is no exception. Therefore, we are taking a range of actions to increase female talent at every level of seniority. We are going through a significant reorganisation and as such there will be more female managers within a year.

Despite the actions we have taken so far, it is largely males who tend to gravitate more to occupations such as Plumbers, Heating Engineers, Builders and Electricians

When reviewing the Gender Pay Gap report it should be noted that gender pay gap is not the same as equal pay. Within the company all employees are paid within the same pay grade for undertaking the same job, regardless of gender.



## Difference in hourly rate

- Women's mean hourly rate is 31% lower than men's.
- Women's median hourly rate is 35% lower than men's.

## Difference in bonus pay

- Percentage of men and women receiving bonus pay: Female 6.8%, Male 4.1%
- Difference in median bonus pay – median = 94.3%
- Difference in mean bonus pay – mean = 82.53%

We are working to close the gap.

BSW Heating Limited is an equal opportunities employer