

# BSW Gender Pay Gap Report 2021 to 2022

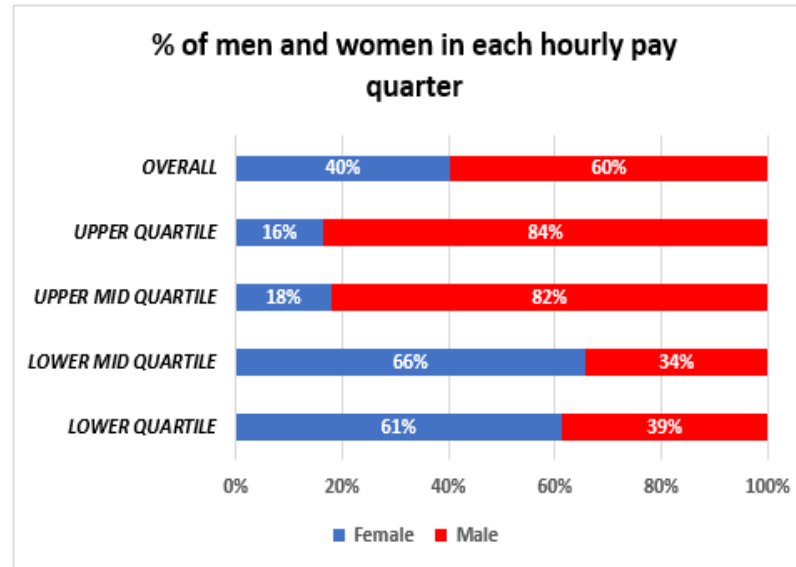
-5<sup>th</sup> Apr 2021

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. This impacts our upper quartile %.

We have significantly increased female talent at every level of seniority. Currently 64% of our office-based staff are female.

We are committed to developing a diverse workforce.

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.



Based on a demographic of 60% male employees:

#### Difference in hourly rate

- Women's mean hourly rate is 33% lower than men.
- Women's median hourly rate is 36% lower than men.

#### Difference in bonus pay

- Percentage of men and women receiving bonus pay:  
Female 23%, Male 5%
- Difference in median bonus pay – median = 42%
- Difference in mean bonus pay – mean = 53%

The board have reviewed the report and confirmed that the published information is accurate.

G Belliere -Managing Director 2021



We are working to close the gap.

BSW Heating Limited is an equal opportunities employer

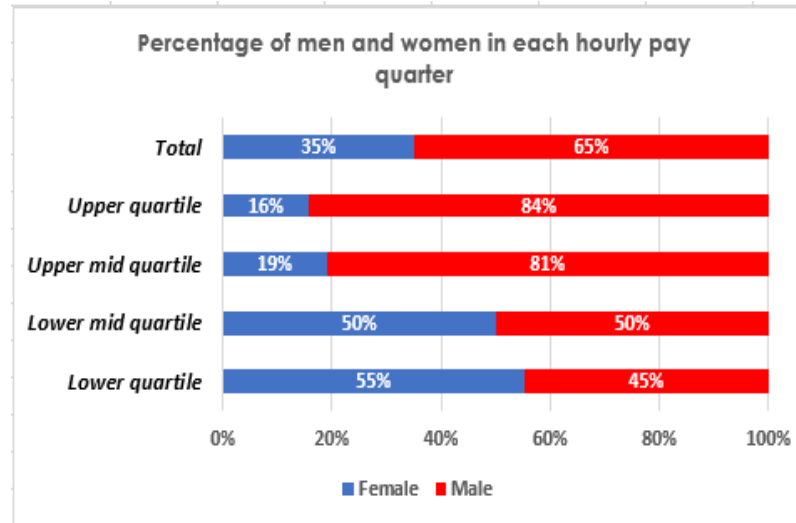
# BSW Gender Pay Gap Report 2020 to 2021

-5<sup>th</sup> Apr 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

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## Difference in hourly rate

- Women's mean hourly rate is 29% lower than men's.
- Women's median hourly rate is 33% lower than men's.

## Difference in bonus pay

- Percentage of men and women receiving bonus pay: Female 8%, Male 4%
- Difference in median bonus pay – median = 94%
- Difference in mean bonus pay – mean = 83%



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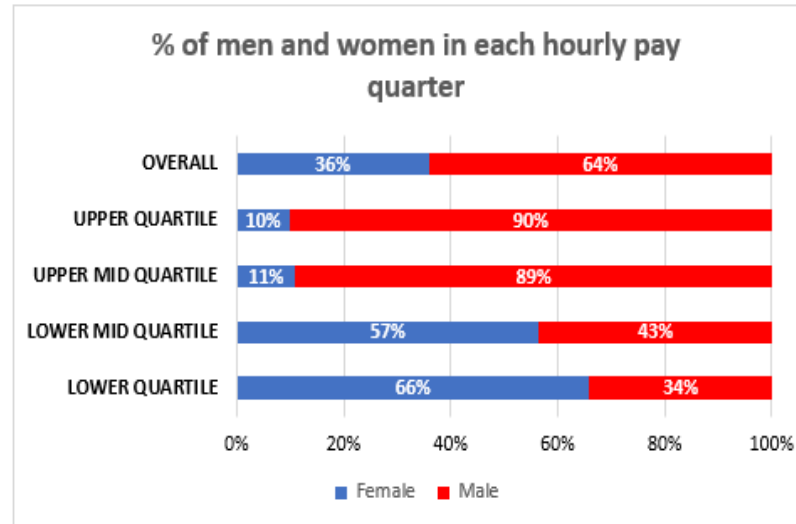
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# BSW Gender Pay Gap Report 2019 to 2020

-5th Apr 2019

The proportion of male and female employees are split into quartile bands based on ordinary pay. The banding illustrates that there is a significant gender pay gap in the upper quartiles. This is a result of occupations such as Plumbers, Heating Engineers, Builders and Electricians being male dominated professions.

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 36% lower than men's.
- Women's median hourly rate is 38% lower than men's.

## Difference in bonus pay

- Percentage of men and women receiving bonus pay: Female 25%, Male 7%
- Difference in median bonus pay – median = 87%
- Difference in mean bonus pay – mean = 88%



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