

BSW Gender Pay Gap Report 2022 to 2023

5th Apr 2022

BSW Heating Limited is a domestic and commercial heating servicing, maintenance and installation company.

We provide a professional, high quality service across the South East. Our teams manage domestic and commercial installation projects as well as repair and maintenance contracts for a range of clients including housing associations, local authorities, education providers and hospitals.

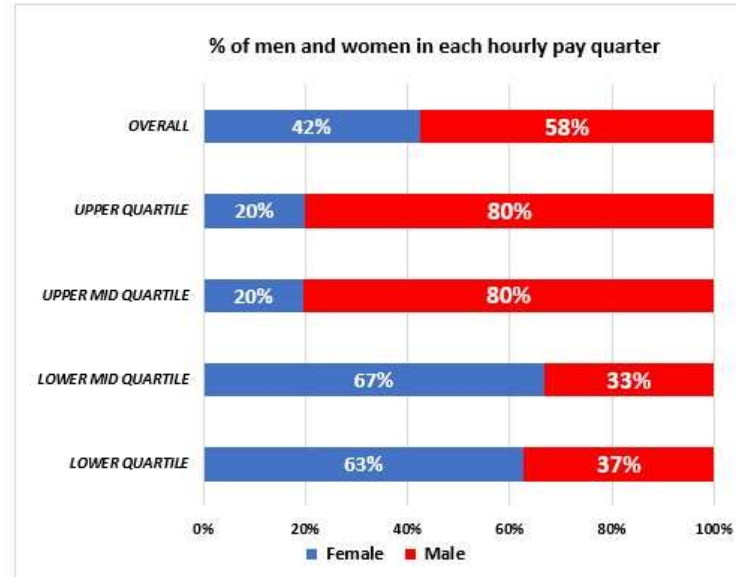
Our Gender Pay Gap Report gives insight into our gender pay gap data and the reasons behind the outcomes.

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 and upper mid quartile %.

We have significantly increased female talent at every level of seniority. Currently 69% of our office-based staff are female which is a 5% increase on last year. We have increased our % of females in every quartile compared to last year,

We are committed to developing a diverse workforce.

When reviewing the Gender Pay Gap report it should be noted that the 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.



The Findings

Based on a demographic of 58% male employees:

Difference in hourly rate

- Women's mean hourly rate is 33% lower than men.
- Women's median hourly rate is 34% lower than men.

Difference in bonus pay

- Percentage of men and women receiving bonus pay:
Female 19%, Male 8%
- Difference in median bonus pay – median = 78%
- Difference in mean bonus pay – mean = 82%

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

G Belliere - Managing Director 2023



We are working to close the gap.

BSW Heating Limited is an equal Employer.

Mean and Median Hourly Rates by Gender

Mean Average

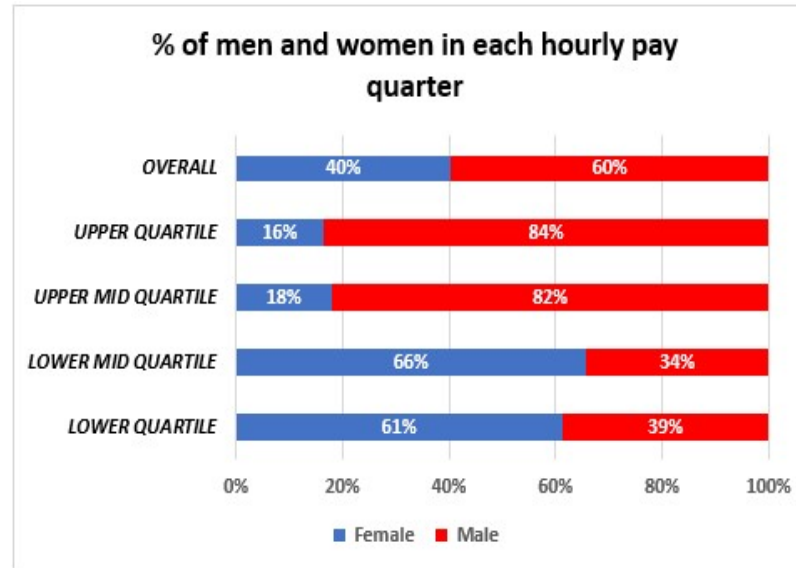
Female	£13.82
Male	£20.64

Median

Female	£11.89
Male	£17.99

BSW Gender Pay Gap Report 2021 to 2022

-5th 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

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BSW Heating Limited is an equal opportunities employer

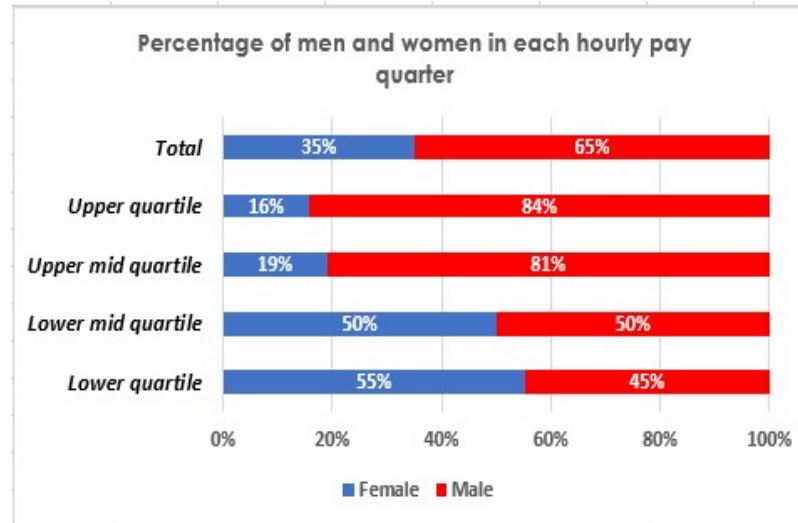
BSW Gender Pay Gap Report 2020 to 2021

-5th 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

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 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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