

At BSW we believe in promoting equality and diversity amongst our workforce. On behalf of BSW Sawmills Ltd, we are pleased to publish our UK gender pay gap report for April 2022.

Relative to national statistics, our gender pay gap is at the lower end. The mean hourly pay gap within BSW Sawmills Ltd is 2.3% (prior year: 1.9%); the overall UK pay gap in 2022 was 14.9% (per the Office of National Statistics).

Our gender pay gap exists mainly because we have differing proportions of men and women at different levels in our workforce and in specific levels that attract higher pay, bonuses or allowances. Men and women are paid equally for doing equivalent jobs across our business, so the gaps are not indicative of equal pay issues within our organisation.

We remain focused on encouraging career progression for all colleagues in our business, regardless of gender.

	%	
1. Mean gender pay gap – Ordinary pay	2.3	
2. Median gender pay gap – Ordinary pay	6.4	
3. Mean gender pay gap – bonus pay in the 12 months ending 5 th April 2022	43.7	
4. Median gender pay gap – bonus pay in the 12 months ending 5 th April 2022	13.6	
5. The proportion of male and female employees paid a bonus in the 12 months ending 5 th April 2022:	Male	11.1
	Female	27.5
6. Proportion of male and female employees in each quartile:		
Quartile	Female %	Male %
First (lower) quartile	9.5	90.5
Second quartile	10.2	89.8
Third quartile	4.1	95.9
Fourth (upper) quartile	8.2	91.8

Declaration

We confirm that the information and data provided in this report is accurate and in line with mandatory requirements.



Tony Hackney
Chief Executive



Alan Milne
Chief Financial Officer



Adrian Tarrant
Group HR Director