

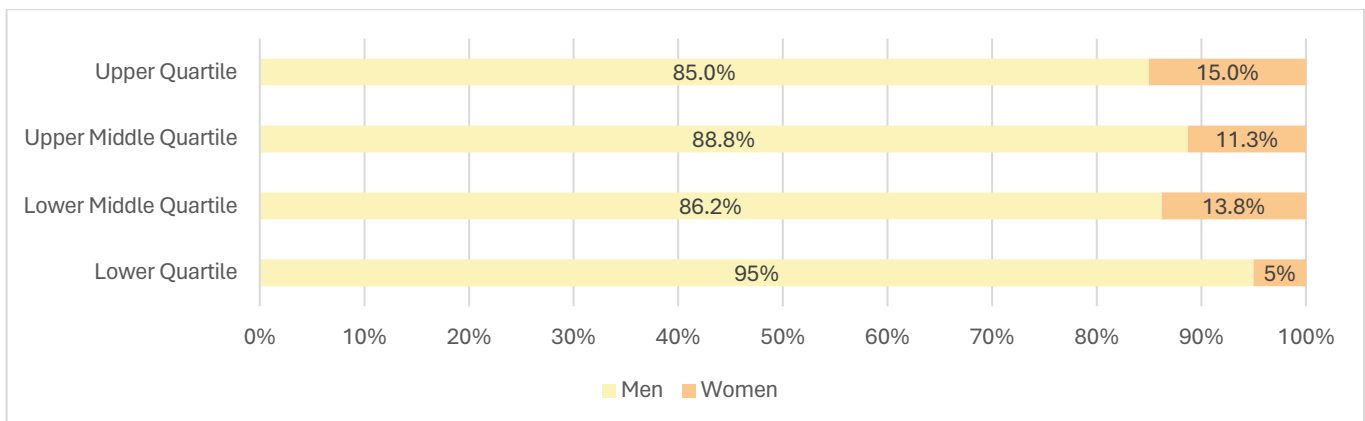
At BSW Timber Solutions, we ensure pay and bonuses are reflective of skills, competences and education, and not sex or gender.

MEAN AND MEDIAN GENDER PAY GAP USING HOURLY PAY

The mean hourly pay gap is -7.1% and median gender pay gap is -7.3%. This means we pay women slightly more money than men. This means women earn £1.07 for every £1 that men earn when comparing median hourly pay.

THE PERCENTAGE OF WOMEN AND MEN IN EACH PAY QUARTER

Our workforce comprises of only 12.7% females, who mainly work in professional support function type roles, with our male workforce mainly working in hourly paid roles in our Warehouse and Production areas. The table below shows the percentage of women in each pay quarter:



Percentage of men and women who received bonus pay

In the reporting year of this Gender Pay Gap report, bonuses were not paid, therefore no mean or median gender pay gap using bonus pay can be reported for 2023.

Declaration

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



Lynsey Pace
HR Director
06.03.2024