

Gender Pay Gap Report – 2024

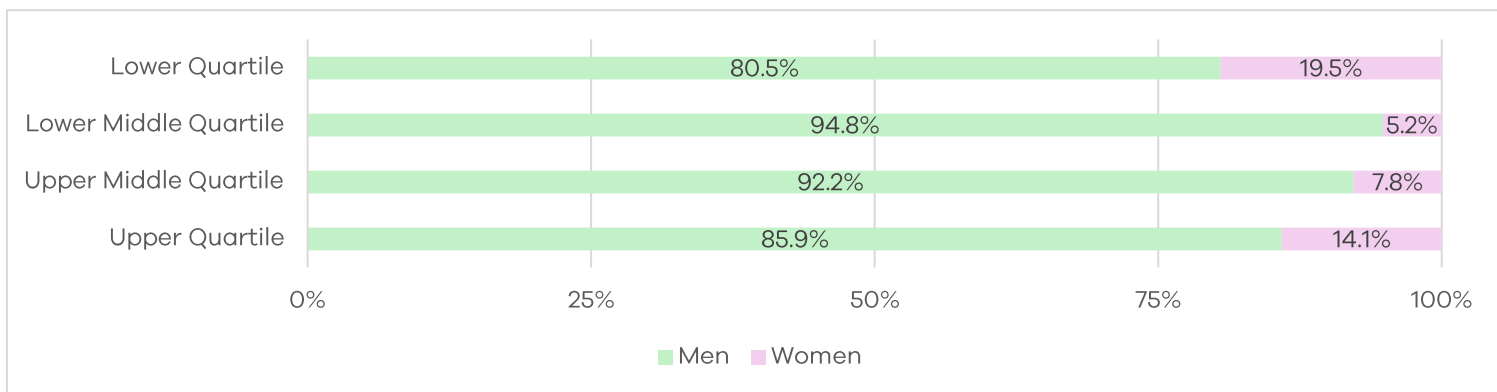
This report is in accordance with the UK Gender Pay Gap Regulations. At BSW Timber Solutions, we ensure pay and bonuses are reflective of skills, competences and education, and not sex or gender.

MEAN AND MEDIAN GENDER PAY GAP USING HOURLY PAY

The mean hourly pay gap is -0.1%, indicating that, on average, women earn slightly more than men. The median gender pay gap stands at 4.3%, indicating the middle pay point for women is higher than that of men.

THE PERCENTAGE OF WOMEN AND MEN IN EACH PAY QUARTER

In the sample taken, our workforce comprises of 11.7% females, who mainly work in salaried roles. The majority of women hold salaried roles, while men are primarily employed in hourly-paid positions in Warehouse and Production areas. This distribution could influence the pay gap observed. The table below shows the percentage of women in each pay quarter:



Percentage of men and women who received bonus pay

A total of 87.2% of the male workforce and 81.1% of the female workforce, received bonuses during the period of reporting. The mean gender pay gap in bonus pay is -2.3% and the median gender pay gap in bonus pay is -4.8%.

Declaration

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



Lynsey Pace
HR Director
20.02.2024