

At BSW Group 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 2025.

The BSW Sawmills' gender pay gap position remains strong, with a mean hourly pay gap of 3.1% (prior year: 3.8%). The overall UK pay gap in 2024 was 14.3% (per the Gov.uk website as at 01 July 2025).

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		3.1%
2. Median gender pay gap – Ordinary pay		4.4%
3. Mean gender pay gap – bonus pay in the 12 months ending 5th April 2025		0.1%
4. Median gender pay gap – bonus pay in the 12 months ending 5th April 2025		-3.9%
5. The proportion of male and female employees paid a bonus in the 12 months ending 5th April 2025	Male	8%
6. Proportion of male and female employees in each quartile	Female	17%
Quartile	Female %	Male %
First (lower) quartile	11.2	88.8
Second quartile	6.7	93.3
Third quartile	7.5	92.5
Fourth (upper) quartile	5.2	94.8

Declaration

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



Jonny Lowe
Group HR Director