

OUR 2023 GENDER PAY GAP REPORT

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

PAY AND BONUS GAP

Difference between men and women

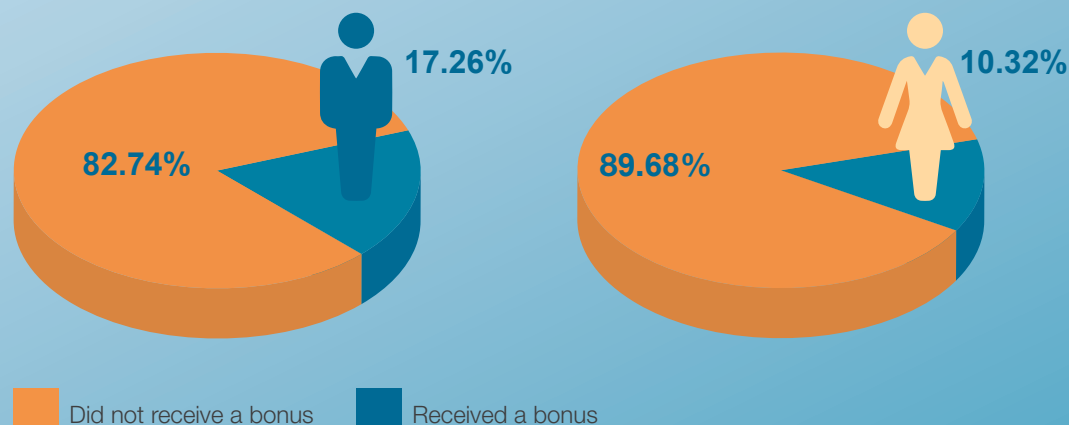
	Mean 2023	Mean 2022	Median 2023	Median 2022
Hourly fixed pay	+35.32%	+34.07%	+32.21%	+36.61%
Bonus paid	+60.95%	+66.48%	+8.01%	-14.47%

(+ indicates men are paid more than women)

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2023). It also captures the mean and median difference between bonuses paid to men and women at Bellrock in the year up to 5th April 2023, i.e. for the 2022/23 performance year.

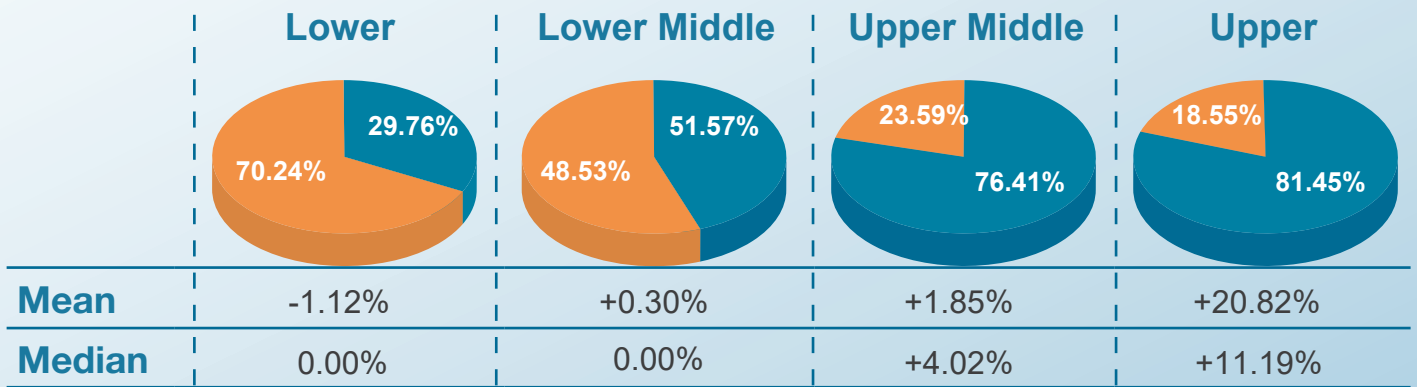
We have also included our 2022 results for comparison.

Proportion of colleagues awarded a bonus for 2022/2023



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PAY QUARTILES



Pay Gap  **Men**  **Women**

(+ indicates men are paid more than women)

The above figures illustrate the gender distribution at Bellrock across four quartiles, the lower, lower middle and upper middle each containing 373 employees and the upper containing 372 employees, an increase of 20 employees per quartile on the previous year.

Our records indicate that all staff are paid the same rate for equivalent roles and that our pay gap is driven by a lower proportion of women in senior positions and a higher proportion of men working in engineering related roles.

We recognise that we need to continue our work to further narrow the overall gender pay gap through attracting, promoting, developing and encouraging the progression of women at all levels, particularly those that aspire to work in senior positions.

I confirm the data reported is accurate.



Paul Bean
Chief Executive Officer

March 2024