

OUR 2024 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

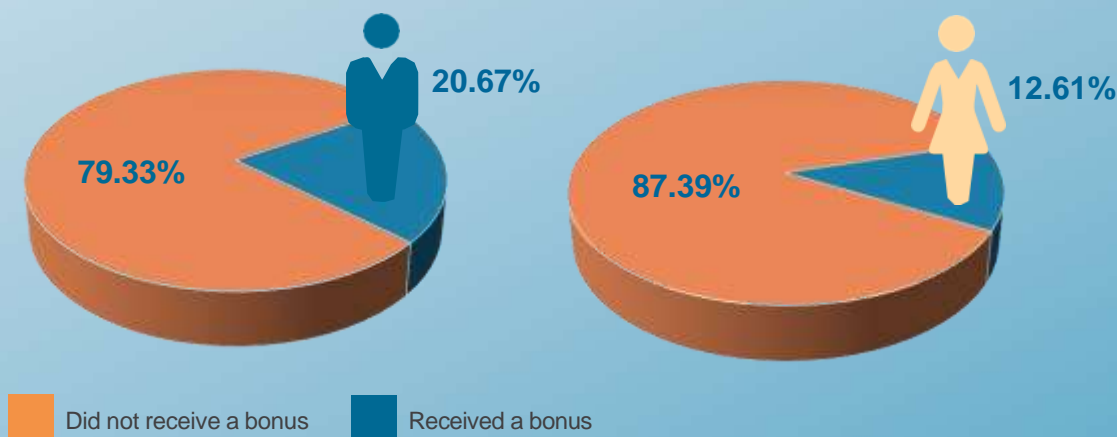
Difference between men and women

	Mean 2024	Mean 2023	Median 2024	Median 2023
Hourly fixed pay	+31.02%	+35.32%	+34.05%	+32.21%
Bonus paid	+64.96%	+60.95%	0.00%	+8.01%

(+ indicates men are paid more than women)

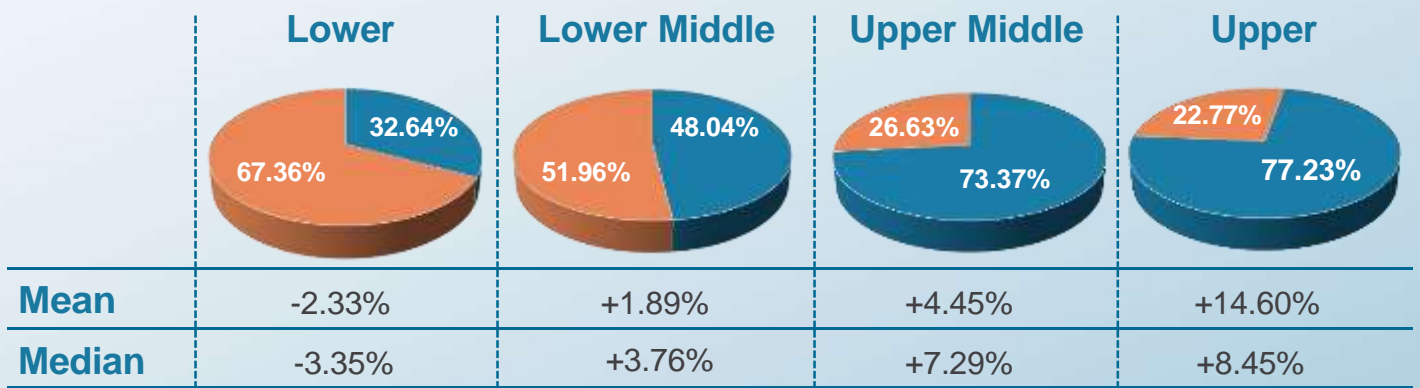
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2024). It also captures the mean and median difference between bonuses paid to men and women at Bellrock in the year up to 5th April 2024, i.e. for the 2023/24 performance year. We have also included our 2023 results for comparison.

Proportion of colleagues awarded a bonus for 2023/2024



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PAY QUARTILES



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

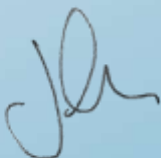
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The above figures illustrate the gender distribution at Bellrock across four quartiles, the lower, lower middle and upper middle each containing 383 employees and the upper containing 382 employees, an increase of 10 employees per quartile on the previous 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.



Dr John Hamilton

Chief People Officer