

BGEN Ltd Gender Pay Gap Supporting Statement

From 2017, any organisation that has 250 or more employed must publish and report specific figures about their gender pay gap.

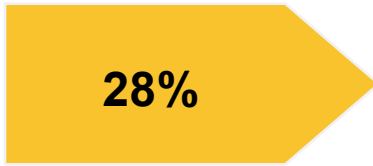
The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'men earn 15% more than women per hour'.

Employers must both:

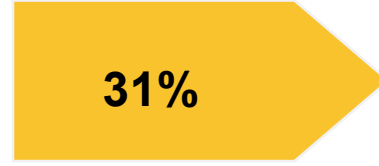
- Publish their gender pay gap data and a written statement on their public-facing website
- Report their data to government online – using the gender paygap reporting service

BGEN's Results

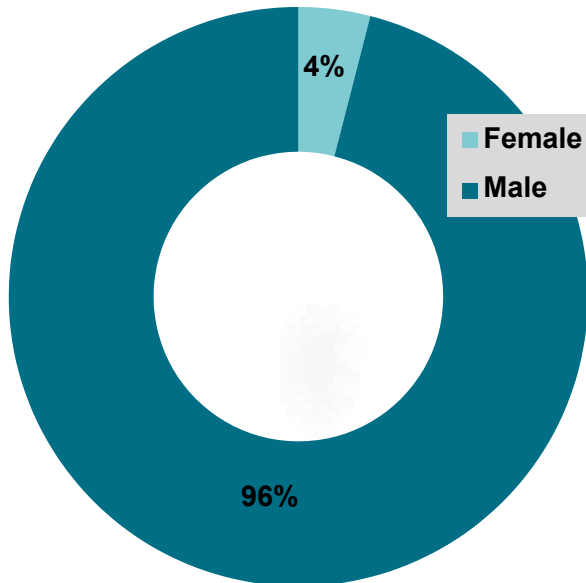
Our Mean



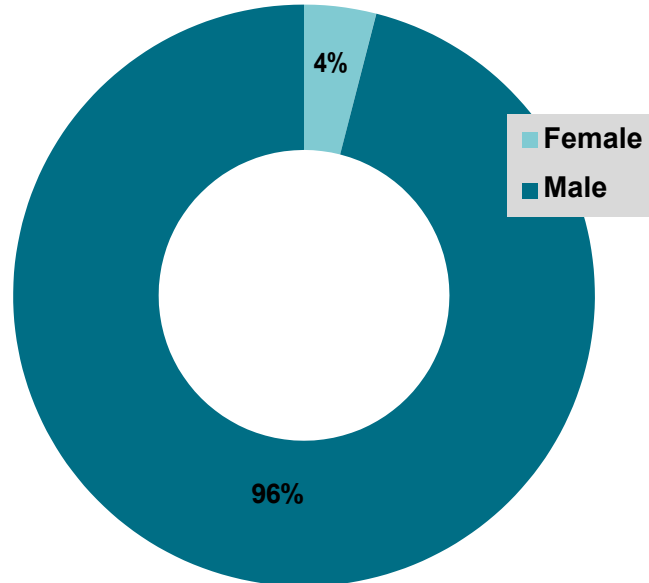
Our Median



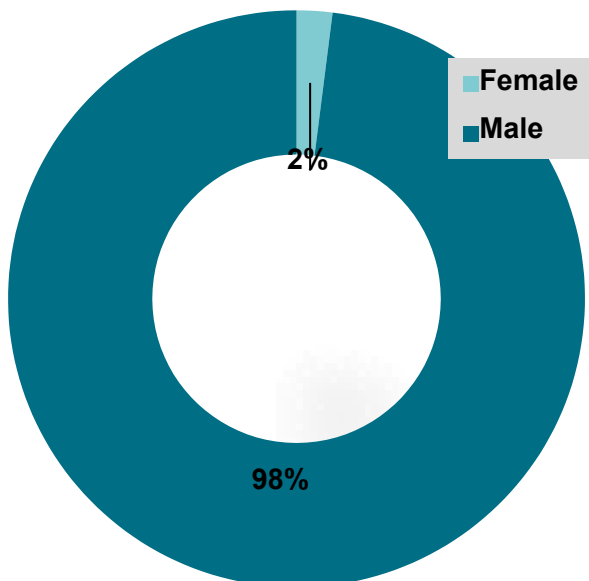
Upper Quartile



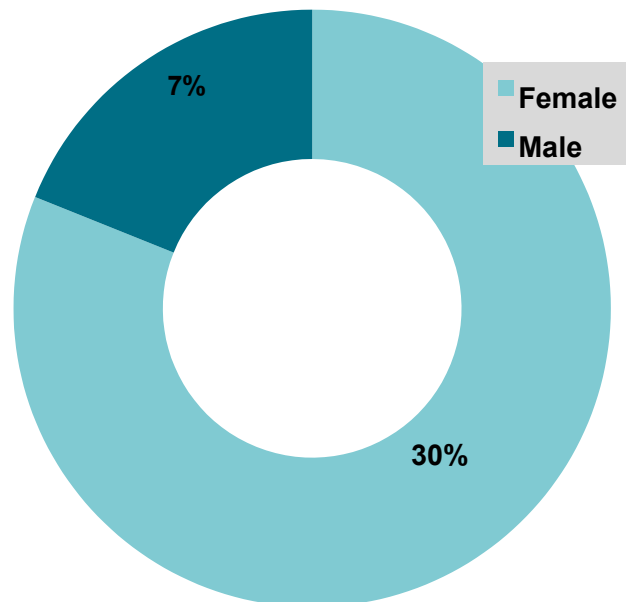
Upper Middle Quartile



Middle Quartile



Lower Quartile



Written Statement

This information is provided in response to legislation introduced by the UK Government requiring companies with 250 or more employees to publish their gender pay gap annually. The gender pay gap is defined as the difference in average pay between all males and all females within a company, regardless of position or grade.

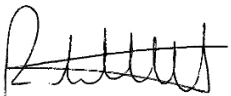
At BGEN Ltd our data shows that we have a gender pay gap of 28 %, which is largely driven by the under-representation of women in senior, higher paid roles within the company. This gap arises because of demographics within BGEN Ltd and the wider Engineering industry as a whole. In determining pay and reward for our employees, we are governed for the majority of our employees by National Agreements.

We recognise that traditionally a greater proportion of men than women have studied for, and pursued, careers in the engineering sector, and this trend continues today. As you will see, the industry is very heavily male dominated and we currently still employ ten times as many men as women and have a greater number of men than women in senior and technical positions. We tend to see that at the lower end of the quartile there are a higher percentage of females, which tends to be the less technical roles. This has contributed to the gender pay gap. However, we have seen an increase in the past 12 months where females have been promoted into senior roles within the business.

We will be working to address the imbalance and will continue to do so. We aim to ensure the equal participation of women and men in all areas of work, at all levels.

To address this we will be looking at two key areas within the company to help to tackle the gender pay gap. To start with, we are looking at our recruitment strategy, identifying how we are going to attract more females. Secondly, we are looking at developing our existing talent looking at how we can promote more females into senior positions within the company. We have and will continue to integrate gender pay gap considerations into future review of pay.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Ian Humphries.



For and on behalf of BGEN
Ltd