

Gender Pay Gap Report 2023 – Bridon International Ltd.

A message from Aniko Pike, UK Finance Director, at Bridon International Limited.

“It has been 7 years since Bridon International Limited published its first Gender Pay Gap report. That year, the pay gap was already very low, and we have been very pleased to see further reductions in the years that have followed.

I am pleased to share the Company’s 2023 report, which as before has been calculated in accordance with the mechanisms that are set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. I am delighted to report that our gender pay gap has reduced significantly compared to 2022, and I am very proud of the efforts we have and continue to put into ensuring equality of opportunity for all employees.



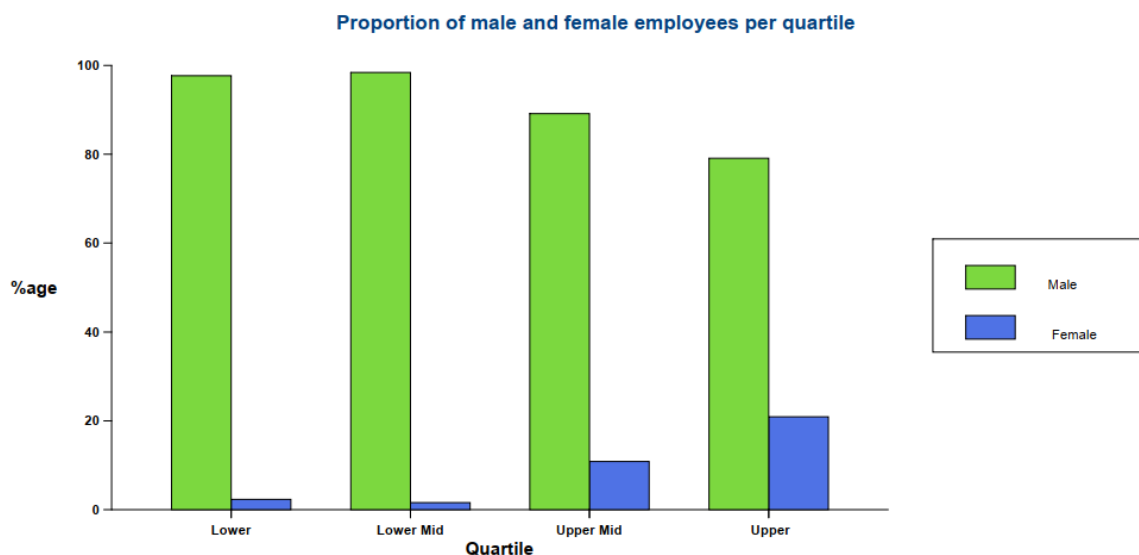
At Bridon International Limited we believe that our gender pay gap continues to be driven by the structure and nature of our workforce, which consists largely of factory workers in heavy engineering environments. Our company currently employs only 10% of female workers and this has remained a constant figure in the last 7 years.

PAY DATA

Hourly rates of pay, calculated for the pay period including 05/04/2023, show a significant difference between male and female employees.

The data shows that on average, and at the midpoint, female employees are paid significantly more than their male employees. We believe that this is a reflection of the type of roles that our female employees carry out across the company, which tend to be professional or managerial in nature and thus commanding much higher salaries than our ‘blue-collar’ factory workforce which itself is made up largely of male employees.

You can see the spread across the quartiles, and also the actual average and midpoint hourly rates of pay for both males and females, in the charts below.



Difference between the hourly pay of all men and all women at Bridon International Ltd			
	Male	Female	% difference
Mean	£23.12	£30.22	-30.71
Median	£16.78	£27.22	-62.22

BONUS DATA

Bonus calculated for the year 06/04/2022 to 05/04/2023.

The data shows 45% of our female workers receive some kind of bonus compared to only 15% of male colleagues. Again, this is in part due to the higher proportion of females in roles that attract bonus and incentive plans. Both percentage values have slightly reduced compared to prior year, this being due to the performance of the business and somewhat reduced bonus payments.

Difference between the bonuses paid to all men and all women at Bridon International Ltd	
Mean	Median
16.95%	-16.64%

45%



15%



The proportion of employees receiving a bonus payment

WHAT IS BRIDON INTERNATIONAL LTD DOING TO ADDRESS GENDER PAY & DIVERSITY?

We have worked hard over the last years to further reduce any pay inequity between male and female colleagues of equal standing. In 2020, we introduced strict job evaluation and pay benchmarking processes which are designed to objectively evaluate the worth of every job role in the company regardless of who performs those roles. Together with our standard bonus and incentive plans, which apply equally to males and females in defined job families and disciplines, we have implemented fixed merit tables for annual pay increases which apply regardless of gender or any other element. I am pleased to say that these processes continue to be applied rigorously across Bridon International Limited.

In the recent past, our parent company Bekaert NV has launched a series of initiatives to increase gender diversity and promote equality and inclusion in general across the entire company. By way of a single example, I am pleased to report that we will see a number of our female managers join the new "F.empower" program which is aimed at giving females the resources and opportunities to further their careers and grow within the company.

Bridon International Limited fully supports all the measures that have been implemented and we continually strive to further our efforts to reduce our gender pay gap still further.

On behalf of Bridon International Limited, I can confirm that the data reported is accurate."

Aniko Pike

UK Finance Director

Bridon International Limited