



# Gender Pay Gap

2024 Report



At Bellrock, we're passionate about fairness, equality and inclusion and committed to reducing the gender pay gap.



# Pay and Bonus Gap

## Difference between men and women pay

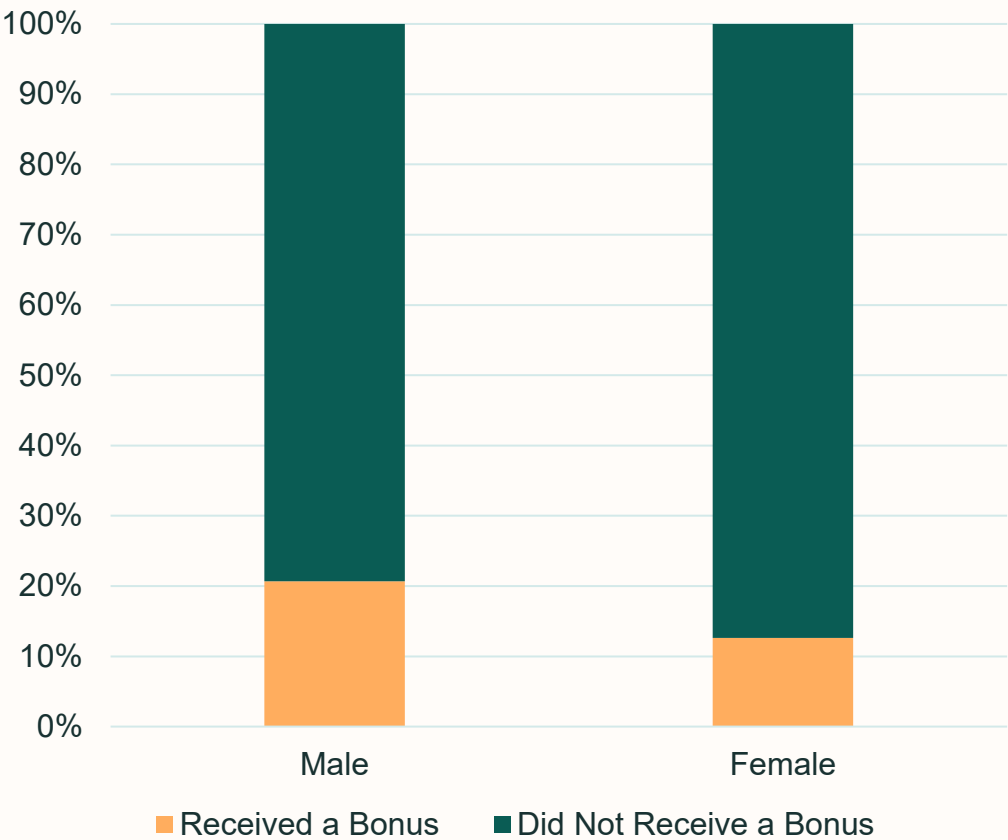
The table shows our overall mean and median gender pay gap based on hourly rates of pay as of the snapshot date 5th April 2024.

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 2023/2024 performance year). We've also included our 2023 results for comparison.

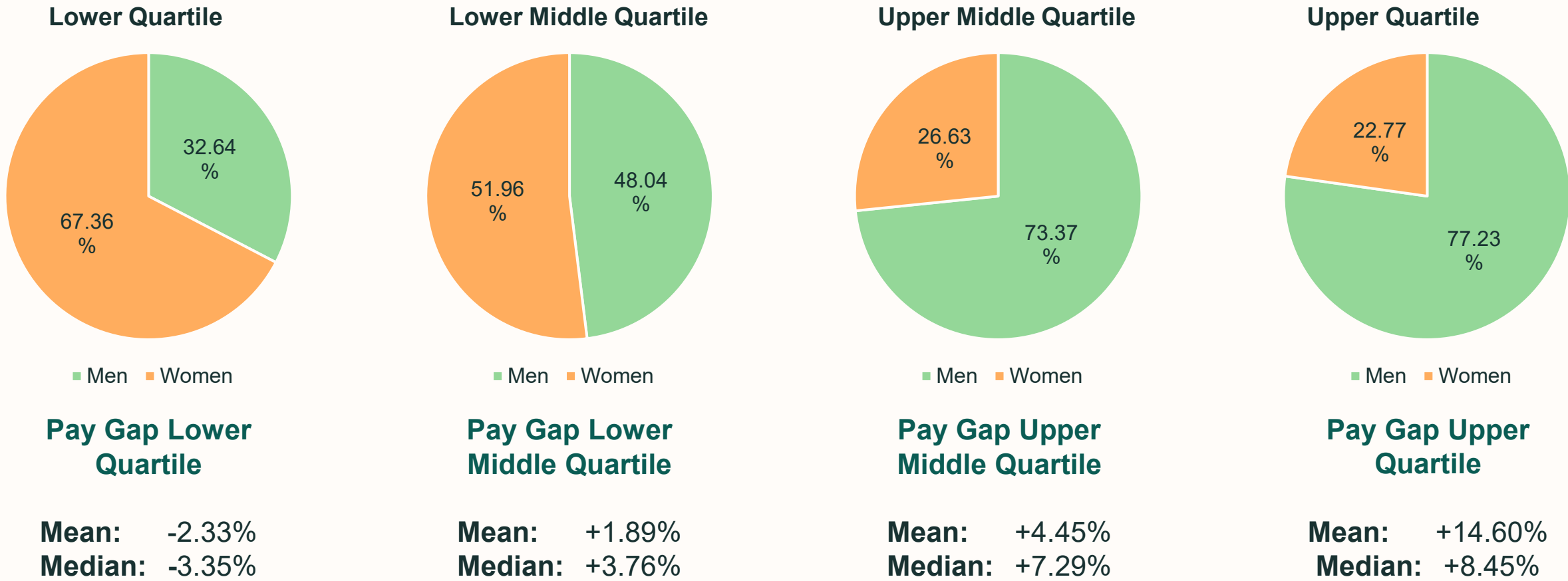
	Mean 2024	Mean 2023	Median 2024	Median 2023
Hourly Fixed Pay	+31.02%	+35.32%	+34.05%	+32.21%
Bonus Paid	+64.96%	+60.95%	0.00%	+8.01%

## Bonus

The chart shows the proportion of colleagues awarded a bonus for the 2023/2024 performance year.



# Pay Quartiles



+ indicates men are paid more than women

Our figures illustrate the gender distribution at Bellrock across four quartiles. The lower, lower middle and upper middle each containing 383 employees and the upper quartile 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 as accurate.



Dr John Hamilton  
Chief People Officer





Thank you