

# BELFOR (●)

# GENDER PAY GAP REPORT

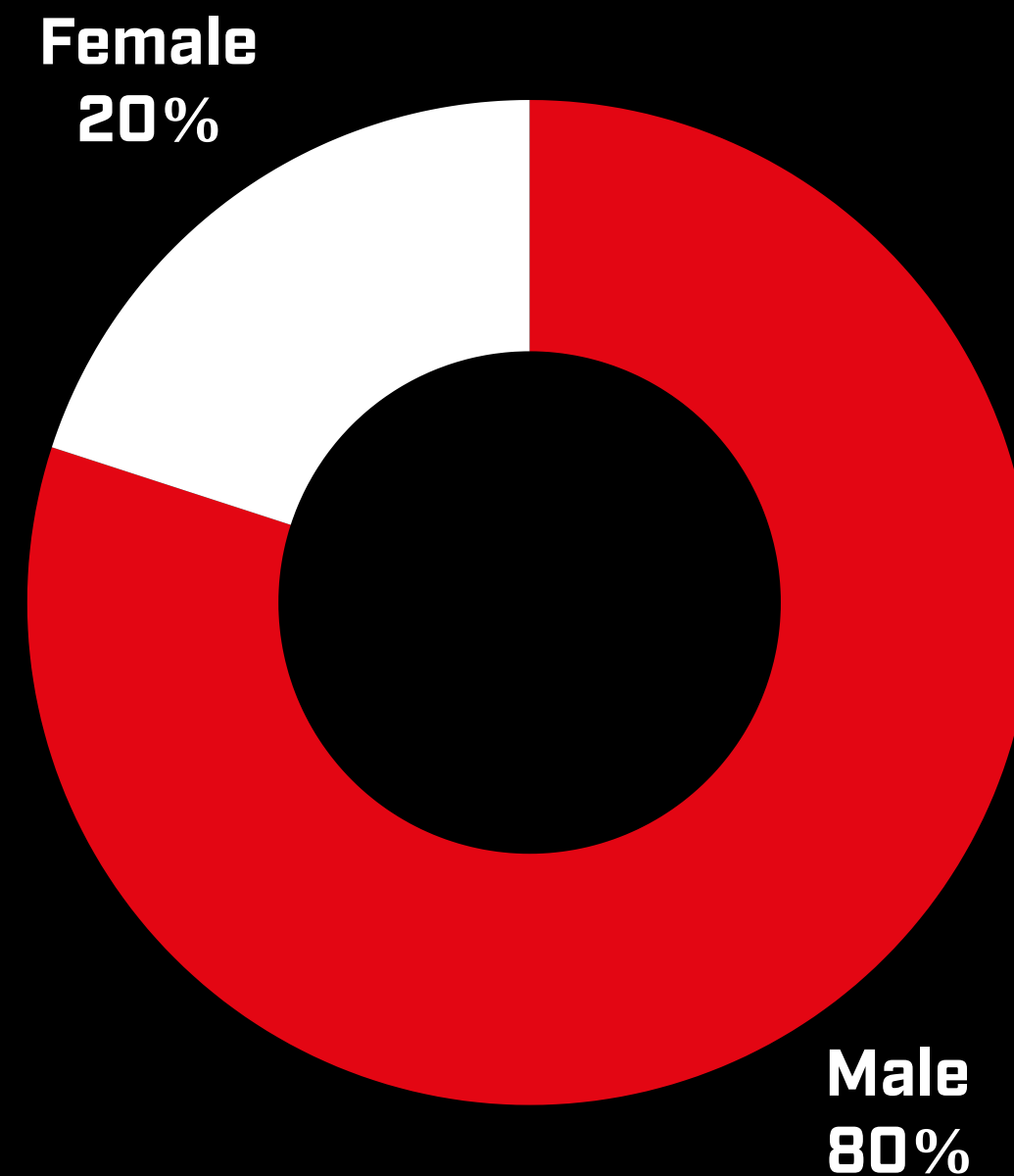
2024



**Gender pay reporting legislation requires employers with 250 or more employees to publish details of their gender pay and bonus gap annually from April 2017.**

**We at BELFOR UK Ltd welcome the introduction of this in line with our current measures of equality.**

## **Employee Demographic**

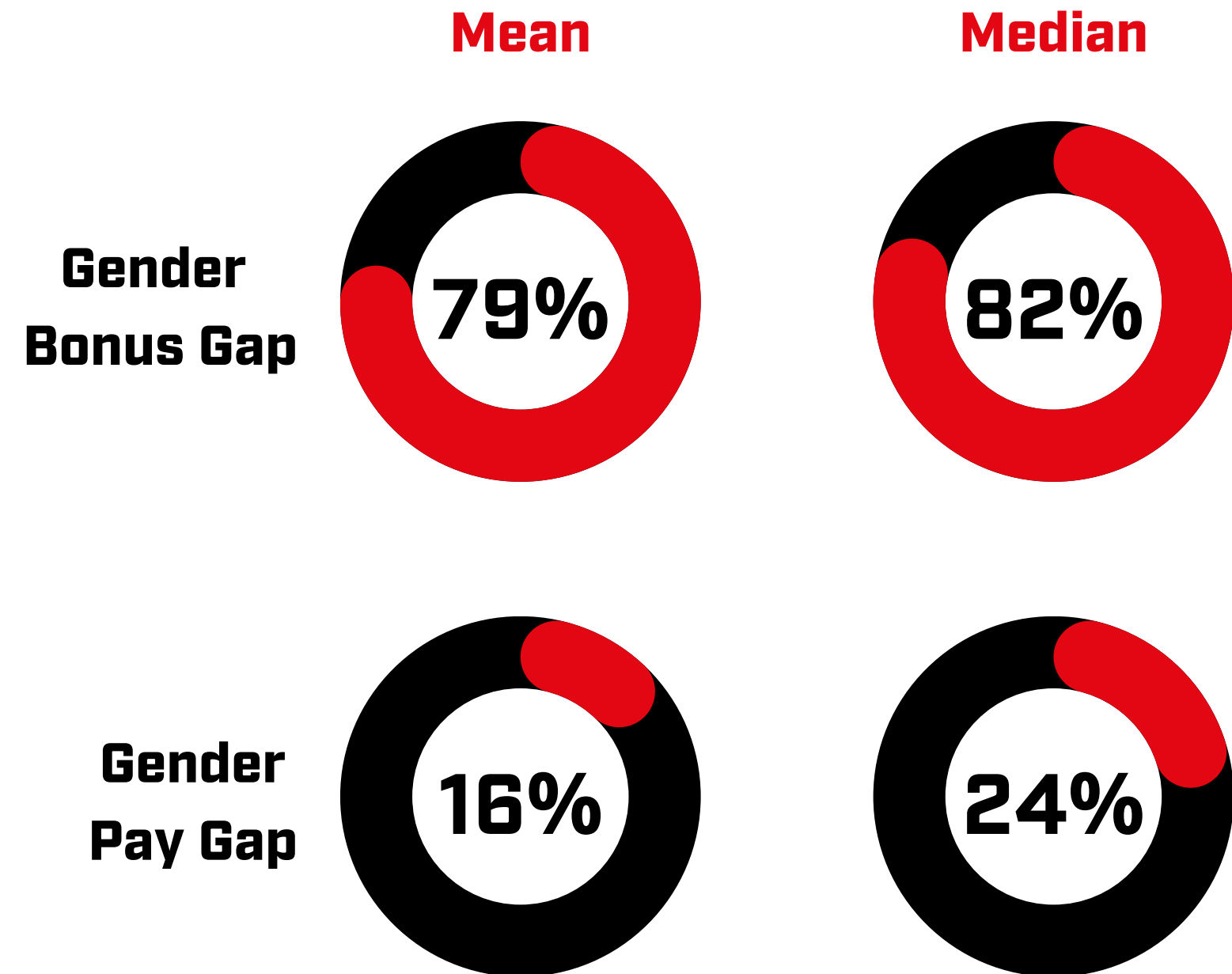


## Mean and Median Pay Details

	Male	Female
Mean Hourly Rate	£17.04	£14.38
Median Hourly Rate	£15.25	£11.54
Number of Employees	247	59

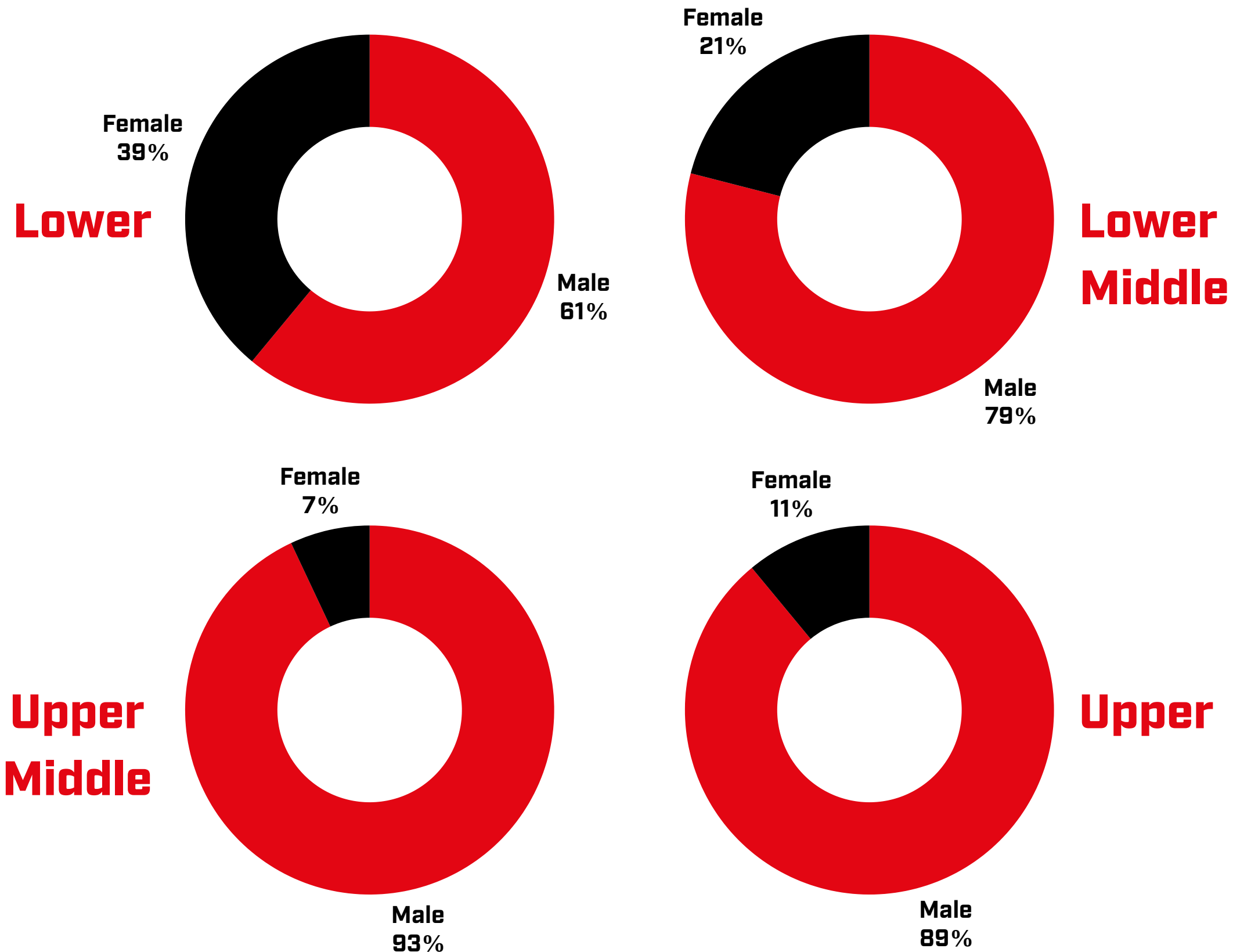
The tables above show the data from the snapshot date for the hourly rates of pay mean and median. It also captures mean and median bonus difference between men and women on the snapshot date at BELFOR UK Ltd for the preceding year.

## Mean and Median Pay and Bonus Gap



The data above indicates that there is a variance in male and female pay.

# Proportion of Employees in Each Pay Quartile

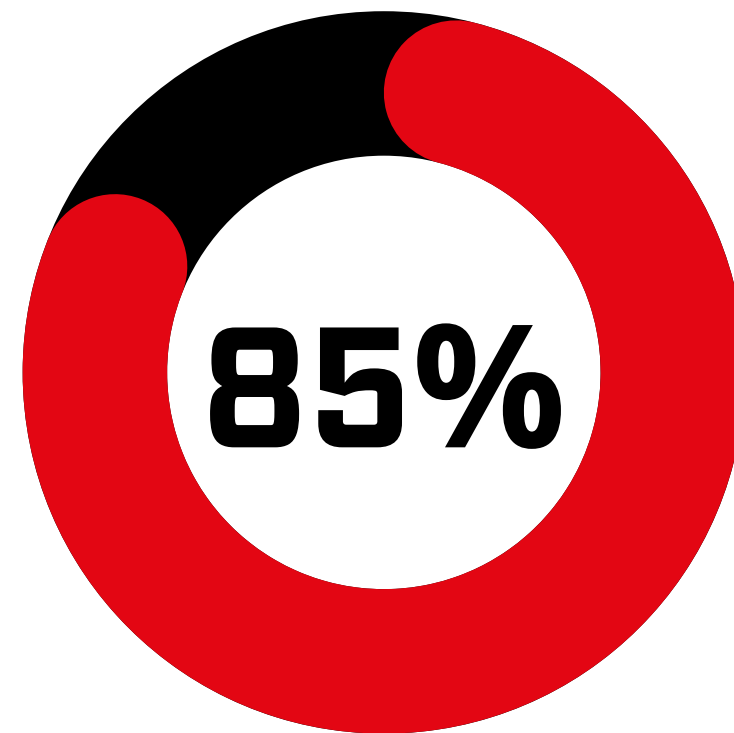


**Our pay quartiles show that there are more men at each of the levels.**

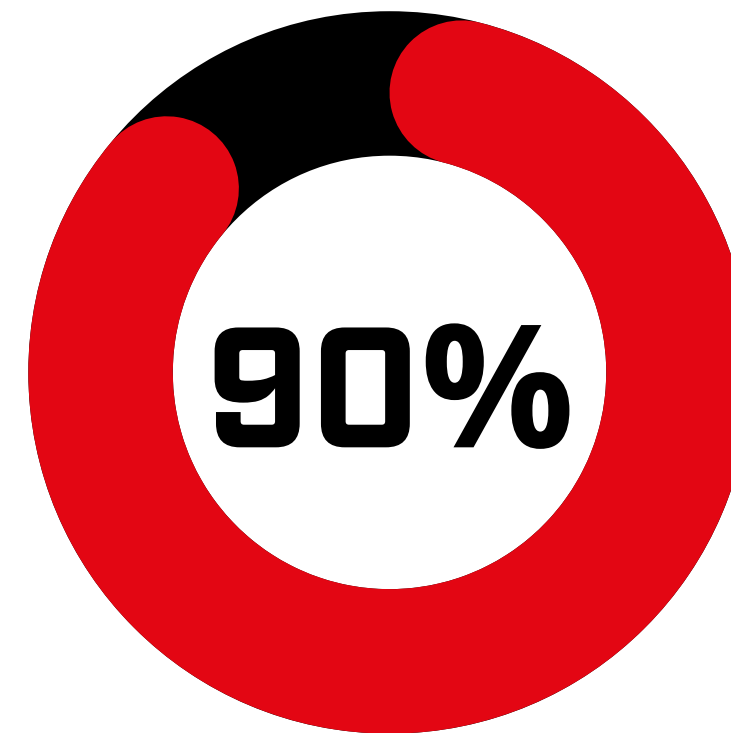
**However, on reflection from historic gender reporting data, it can be seen that females in the lower quartile have improved in % by 15%.**

## Split of Male and Females Who Received a Bonus

**Female**



**Male**



**The balance bonus payments within the business are balanced through the the bonus structure in place to ensure equality in pay of bonus regardless of gender. This has greatly improved from previous years.**

**I confirm the accuracy of the data reported.**

**Hein Hemke  
Managing Director**