

Gender Pay Statement 2023

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website. We will do this within one calendar year from April 5th 2023.

We can use these results to assess:

- the levels of gender equality in our workplace.
- the balance of male and female employees at different levels.
- how effectively talent is being maximised and rewarded.
- The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and monthly PAYE payroll records.

BEW ELECTRICAL DISTRIBUTORS

GENDER PAY GAP RESULTS 31.03.2023

1	Average gender pay gap as a mean average		-2.1%
2	Average gender pay gap as a median average		-25.0%
3	Average bonus gender pay gap as a mean average		-8.3%
4	Average bonus gender pay gap as a median average		-12.5%
5	Proportion of staff eligible for bonus, received a bonus	Male – 71.1%	Female – 74.1%
6	Proportion of men and women in the four banded pay groups	Male	Female
	Upper quartile	87.5%	12.5%
	Upper middle quartile	84.9%	15.1%
	Lower middle quartile	96.2%	3.8%
	Lower quartile	95.7%	4.3%

BEW ELECTRICAL DISTRIBUTORS GENDER PAY GAP STATEMENT 2023

The Electrical Distributors industry is a traditionally male dominated industry. However, the number of females employed full and part time by BEW, predominantly at our Head Office, increased year on year due to the organic growth of our business, levelling off in 2020 and continuing through to 2022. There has been no net growth in female employment in 2023.

Our results included both full and part-time relevant employees. The mean average Gender Pay Gap for 2023 was -2.1%, reversing the gap by -3.5% on 2022 and the median of -25.0% in favour of our female employees, a favourable swing of 9.5% on 2022. This is largely due to continued development of roles at head office held by female staff and females joining branch staff. More female staff received bonuses in the FY 2023.

Both the mean Bonus Gender Gap and the median Bonus Gender Pay Gap decreased compared to 2022, improving the overall position in favour of our female employees, the % of females eligible to receive a bonus payment continued to increase (+18.5%).

Management will continue to look at ways to attract more females to the industry and maintain its current results.

This statement confirms that the published information is accurate as at the time of publishing and is signed by Neil Godfrey, Finance Director for and on behalf of BEW Electrical Distributors Ltd.