



GENDER PAY REPORT 2025

— Snapshot date 05 April 2024 —

Introduction

BWB is a multi-award winning engineering and environmental design consultancy, in an industry that has typically had more male than female employees. At BWB we are committed to providing a fair, positive, and collaborative working environment to help our colleagues thrive. This report outlines BWB Consulting's Gender Pay Gap Results for 2024.

BWB is committed to the principal of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment, or disability.

BWB are required to undertake a Gender Pay Gap Report under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We continue to see gender pay reporting as a positive opportunity for our people and our business for a number of reasons:

- It has helped us confirm to existing and prospective employees that we are committed to building a diverse and inclusive workplace that provides equal opportunity to all employees irrespective of gender.
- It has helped us to monitor pay and career progression more closely amongst our people to ensure that all employees, irrespective of gender, are supported to reach their full potential and are appropriately recognised.
- It helps us to continue to retain our top talent.
- It provides an opportunity to demonstrate to our existing and potential clients that we are a fair and ethical employer.
- We can capture our journey in our gender pay reporting and review positive shifts in our data or take action to address deviation from our intended path.



As a responsible business our reporting and recognition of Gender Pay Gap is more than just a legislative one, it is integral to our Social Value Strategy and the impacts we make on our People, Place, and Planet.

From our commitment to STEM in schools, through to our People Strategy supporting Sustainable Development Goal 5 – 'Gender Equality', we continue to promote diversity, equality, and inclusive opportunities.

This annual report provides key indicators of inclusion from which we can measure our inclusive and diverse workplace. However, without measurement, understanding, and challenge reports such as this are nothing more than lagging indicators, stating historical reference data of past performance and so whilst this progress, as any, is to be celebrated, there is more yet to be done.

BWB's culture excels in disruption and challenge, it's in our DNA, so we will build on the findings of this report, challenging our engineering and leadership roles for their attraction, promotion, and opportunity in achieving yet wider sustained diversity and inclusion.



Graham Sant
BEng (Hons) CEng
FICE, MStructE
CEO BWB Group



What is the gender pay gap?

The gender pay gap (**GPG**) is an equality measure that shows **the difference in average earnings** between men and women within an organisation.

The GPG differs from equal pay

The Gender Pay Gap is the difference between the average hourly pay of male colleagues and female colleagues, regardless of roles and responsibilities.

This differs from equal pay, which is a measure of the difference of individual earnings of people performing 'equal work' for the same employer.

Often the Gender Pay Gap is impacted by an underrepresentation of women at senior levels of the business, and within certain industries, such as engineering.

The aim of the gender legislation is to introduce greater levels of pay transparency.

How is the gap measured?

The gender pay gap is the measure of **the difference between average hourly earnings** of men and women as a proportion of men's average hourly earnings using the below calculations:

The mean GPG 1

The mode GPG 2

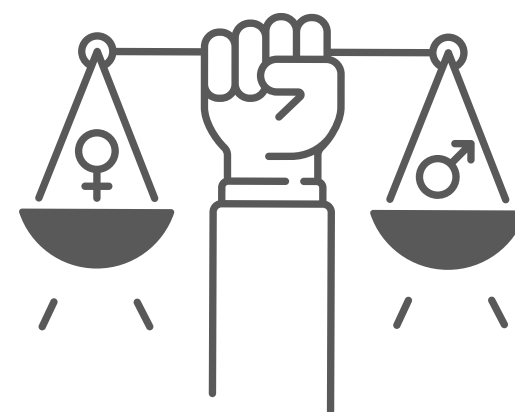
The mean bonus gap 3

The median bonus gap 4

The proportion of male and female employees who received a bonus 5

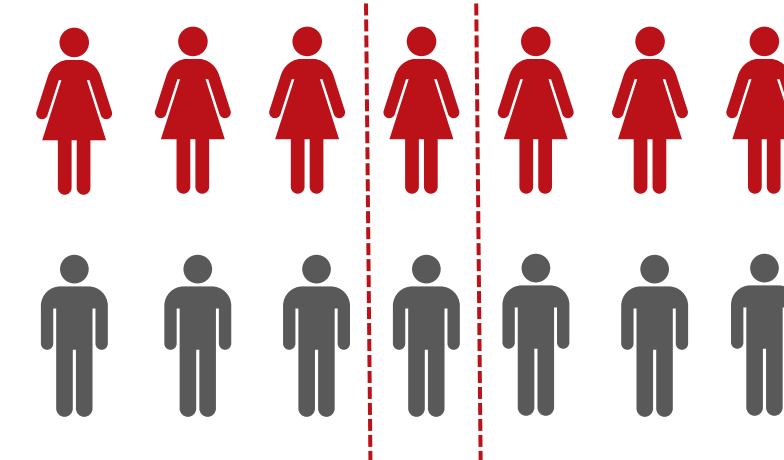
The proportion of male and female employees within each pay quartile 6

Mean GPG



The average hourly pay for women compared to men.

Median GPG

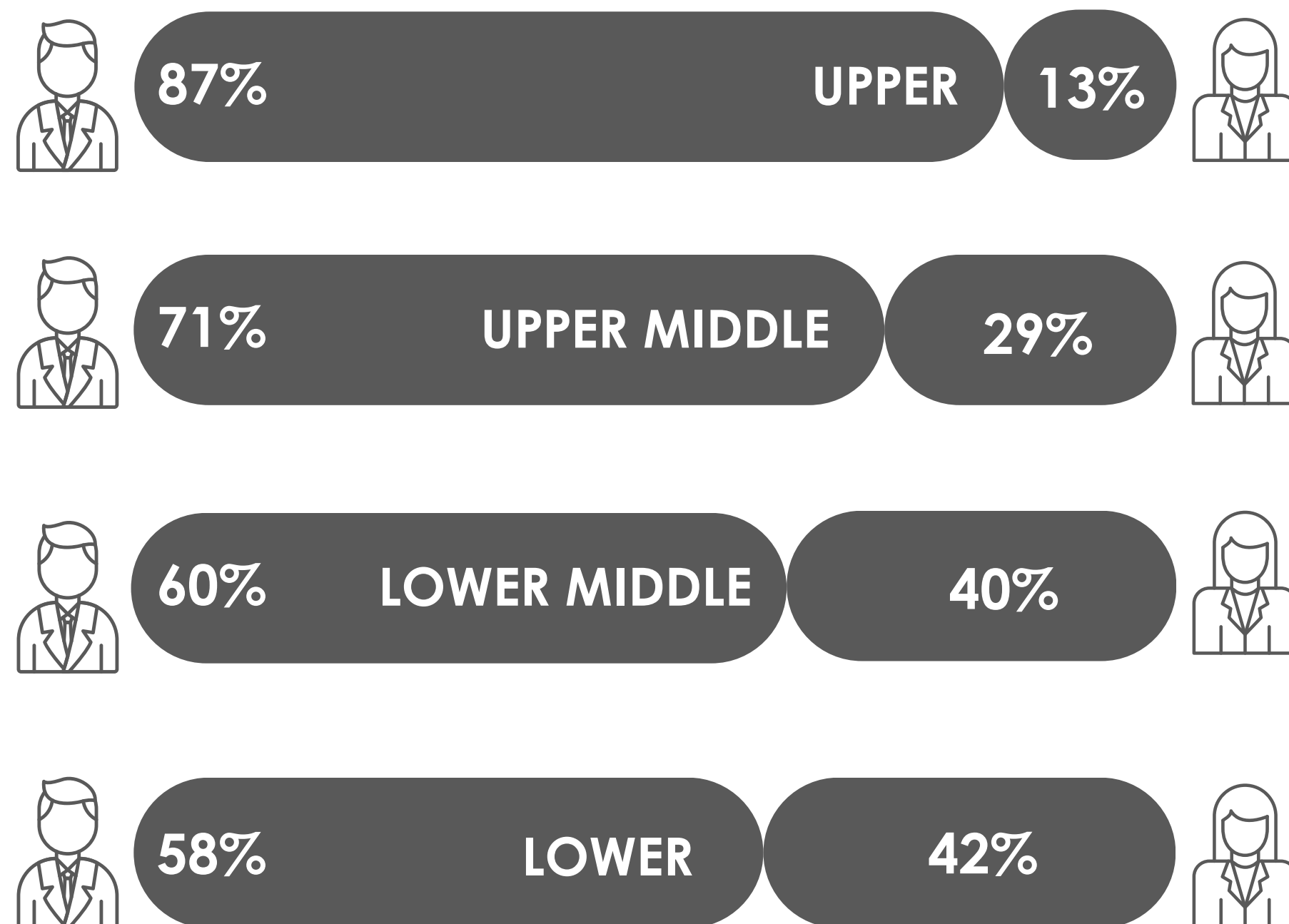


The median is the central number of data if they were lined up in order of size or value. The median pay gap is the difference between men's and women's median hourly pay.

Our Results

Population pay by quartiles

This is calculated by organising the pay rates from the lowest to the highest paid employees and splitting them into four equal sized groups called quartiles. The chart shows the percentages of men and women in each quartile.



Mean Gender Pay Gap

The mean pay for men is 22% higher than for women, down from 24% in 2023.



Median Gender Pay Gap

The median pay for men is 26% higher than for women, up slightly from 24.6% in 2023.



Mean Bonus Pay Gap

The mean bonus pay gap is 14% higher for men than that of women, down from 46% in 2023.



Median Bonus Pay Gap

The mean bonus pay gap is **150% higher for women** than that of men, a significant increase as in 2023 it was 25% higher for men.



Our Results

Quartiles

Our **GPG** does not indicate that women in comparable roles to men are paid unfairly. Rather, the figures simply **reflect our current workforce profile**. We see a decrease in the number of women as we move up the quartiles.

Only 13% of our highest paid roles are occupied by women, which has had an impact on our Gender Pay Gap. This has improved from 12% last year.

The number of women in each quartile has continued to increase year on year as we work on increasing the number of females at BWB.

Gender Pay Gap

We are proud that our mean Gender Pay Gap has decreased from 24.1% in 2024 to 22%. This is due to the increase of women in the upper quartiles. Our median gender pay gap has increased from 24.6% to 26%. We acknowledge that although we are pleased with these results, there is more work to be done here in the coming years.

Gender Bonus Gap

Whilst we do not pay performance bonuses at BWB, we are required to report on other types of one-off payments such as loyalty bonuses and referral bonuses.

We are pleased that our Bonus Gap has decreased significantly, with the median bonus even being higher for women than for men. This is due to a number of women who have been with the business for a long time receiving long service awards of a relatively higher amount.

21% of men received a bonus and 25% of women received a bonus.

What are we doing to close the gap?

We are committed to building a diverse and inclusive workplace that gives equal opportunities to all employees irrespective of gender. We will continue our positive practices in this area and develop them further so that we will see shift in the coming years in our gender pay gap.

We are continuing to invest in Early Careers for apprenticeships, placements, and graduates. **In 2024 24% of our graduate cohort were female**, and all were from diverse backgrounds.

We are reviewing our family leave offerings to help us attract and retain top female talent.

We recently added paid bereavement leave to support women and men who have experienced miscarriage or baby loss, as well as increasing our wider paid bereavement leave offering.

We are accredited **Platinum Investors in People and Gold Investors in Wellbeing**, and we are committed to maintaining this.

Our peer feedback is based on competencies which link directly to the relevant skills matrix; allowing a truly unbiased performance review to be held.

We are reviewing and publishing career progression frameworks and promotion criteria across the business to ensure transparency career pathways and consistency in how roles are accessed and advanced.

We will continue with our active corporate social responsibility activities which include supporting STEM events and women in engineering events. These help to showcase, celebrate, and support the contribution of women in engineering. They also raise the profile of the industry overall and encourage more women to understand how to join the industry and consider engineering and consultancy as a career choice.

And we're not stopping there

Our Vision

To be the UK's leading client focused consultancy for the built environment, renowned for delivering exceptional outcomes.

Our Mission

We are dedicated to engineering extraordinary places for everyone. We plan, design, and deliver innovative, sustainable environments that enhance the quality-of-life while preserving our planet for the future generations.



Declaration

I confirm the information and data is accurate and has been calculated in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Graham Sant
Chief Executive Officer

A handwritten signature in black ink, reading 'Graham Sant'. The signature is written in a cursive, flowing style.



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