

Gender Pay Gap Report as of 5 April 2020

Ensuring we encourage career progression for all in our business, regardless of gender, is a key aim of our leadership team. As you will see from the results in this report our Gender pay gap is industry leading which demonstrates our commitment to ensure that BPL's pay practices are both consistent and fair.

Michael Mensa
President & Chief Financial Officer



Gender Pay Gap Report

Background

Why do we report our gender pay gap annually?

UK companies employing more than 250 people must publish mandatory gender pay gap information annually, as at the “snapshot date” of 5 April 2020.

What is gender pay gap?

Gender pay gap is the difference in total earnings between men and women measured over a specific pay period. At BPL we calculate the Gender pay gap over the April monthly Pay period.

How is it calculated?

There are strict rules as to how it is calculated , but essentially the metrics required are the average and median hourly pay rate for men and women. Included in the definition of pay are salary, bonus and allowance payments*. This is then divided by an employee’s contracted number of hours per month to create an hourly pay rate .

Other mandatory statistics

We are also required to produce statistics on bonus payments received by men and women over the 12-month period prior to the snapshot date of April 5th 2020.

**Further adjustments are made to pro-rata any bonus payments bonus that relate to a full years’ work effort as well as removing employees on reduced pay (typically maternity/paternity pay or unpaid leave).*

Gender pay Statistics BPL 2020

Mean Gender Pay Gap (%)

2.0

Median Gender Pay Gap (%)

3.9

Mean Gender Bonus Gap (%)

10.4

Median Gender Bonus Gap (%)

0.0

Male Employees Receiving Bonus (%)

79.2

Female Employees Receiving Bonus (%)

72.5

Pay quartiles (% in each band)

	Males	Females
Band A (lowest)	62.7	37.3
Band B	68.6	31.4
Band C	72.2	27.8
Band D (highest)	66.9	33.1

- ✓ In April 2020, men at BPL were on average paid 2% more than women. This compares favourably with the wider economy as reported in government statistics from the gender pay gap database (12.8%), the Office for National Statistics (14.5%) and an XpertHR survey of pharmaceutical companies (15.5%).
- ✓ In the year from April 6th 2019 to 5th April 2020, men at BPL received bonus payments that were on average 10.4% higher than women. Government statistics for the wider economy show far higher amounts are typically awarded to men. For example the ONS report that men typically receive bonuses 46.5% higher than women.
- ✓ All employees at BPL are eligible to participate in a bonus plan. However the Corporate Bonus scheme for our Mid level and Senior grades did not hit the required target levels and therefore no payments were made from this plan. There were payments made in the Production Bonus scheme which is paid to our Grade A and Grade B employees.
- ✓ At April 5th 2020, there were 653 men and 313 women employed at BPL (ratio of 68:32). The higher proportion of men employed at BPL can be explained due to the large number of roles with shift patterns that, together with numerous technical production and engineering roles, tend to be disproportionately filled by males at present.

Summary: Gender Pay Gap 2020

- ✓ Industry leading Mean Gender pay gap at 2% which is an improvement from the 3% figure reported in 2019.
- ✓ Mean Gender Bonus pay gap at 10.4% compares favourably with the wider UK market of 46.5% (Source: Office for National Statistics).
- ✓ The Median Gender Bonus gap is 0%.
- ✓ All employees male and female remain bonus eligible.
- ✓ Progress made by BPL to attract more female applicants to BPL.
- ✓ BPL Management will continue to focus on consistent pay practices and opportunities for all regardless of gender.

