

Gender Pay Gap Report as of 5th April 2021

IC-NP-2200035

Ensuring we encourage career progression for all in our business, regardless of gender, is a key principle of our company and 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



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 5th April 2021.

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 2021.

**Further adjustments are made to pro-rata any bonus payments bonus that relate to a full years’ work effort as well as excluding employees on reduced pay; i.e. employees on maternity leave or unpaid leave.*

Gender Pay Statistics BPL 2021

Mean Gender Pay Gap (%)

2.6

Median Gender Pay Gap (%)

3.2

Mean Gender Bonus Gap (%)

9.9

Median Gender Bonus Gap (%)

0.0

Male Employees Receiving Bonus (%)

95.3

Female Employees Receiving Bonus (%)

95.7

Pay quartiles (% in each band)

	Males	Females
Band A (lowest)	64.7	35.3
Band B	67.9	32.1
Band C	72.6	27.4
Band D (highest)	68.3	31.7

- ✓ On the snapshot date of 5th April 2021, male employees at BPL were on average paid 2.6% more than female employees. This compares favourably with the wider economy as reported in the Office for National Statistics – Group: All employees (14.4%) and the 2020-2021 XpertHR survey – Industry: Chemicals, pharmaceuticals and oil companies (11.5%).
- ✓ On the snapshot date of 5th April 2021, the median gender pay gap was 3.2%. This compares favourably with the wider economy as reported in the Office for National Statistics – Group: All employees (15.4%) and the 2020-2021 XpertHR survey – Industry: Chemicals, pharmaceuticals and oil companies (8.8%).
- ✓ In the 12 months to the snapshot date, from 6th April 2020 to 5th April 2021, male employees at BPL received bonus payments that were on average 9.9% higher than female employees. This compares favourably with the wider economy as reported in the Office for National Statistics – Group: All employees (66.8%) and the 2020-2021 XpertHR survey – Group: Industry Chemicals, pharmaceuticals and oil companies (23.0%).
- ✓ On the snapshot date of 5th April 2021, there were 689 males (68%) and 319 (32%) females in the sample used for gender pay statistics.

- ✓ BPL's mean Gender Pay Gap at 2.6% is significantly below the figure for the whole of the UK and also for organisations in the same industry.
- ✓ The Mean Gender Bonus pay gap at 9.9% compares favourably with the manufacturing industry (24.5%*) and all employees across different industries (66.8%*)
**Source: Office for National Statistics*
- ✓ The Median Gender Bonus gap is 0%.
- ✓ All employees male and female remain bonus eligible.
- ✓ BPL Management will continue to focus on consistent pay practices and equal opportunities for all regardless of gender.

