



Gender Pay Gap Report

As of 5th April 2022

Foreword

A message from Adriane Westwater, HR Director

A key objective of the BPL leadership team is ensuring that we encourage career progression for everyone in our business, regardless of gender. We believe that our Gender pay gap of 1.39% is industry leading and demonstrates our commitment to ensure that BPL's pay practices are both consistent and fair.

Adriane Westwater

HR Director

Bio Products Laboratory Ltd

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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 5th April 2022.

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. These rules are specified by the UK Government Equalities Office and include the calculation of the average and median hourly pay rate for men and women.

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 5th April 2022.

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BPL 2022 – Mandatory Gender Pay Statistics

- Mean (average) gender pay gap using hourly pay is 1.39%
- Median gender pay gap using hourly pay is 0.76%
- Percentage of men and women receiving bonus pay:

Women receiving bonus: 87.03%

Men receiving bonus: 87.64%

- Mean (average) bonus gender pay gap using bonus pay 20.26%
- Median gender pay gap using bonus pay is 0.00%

Percentage of men and women in each hourly pay quarter

Group	% of Males	% of Females
Lower quartile	62.69%	37.31%
Lower middle quartile	69.23%	30.77%
Upper middle quartile	70.00%	30.00%
Upper quartile	65.77%	34.23%

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BPL 2022 – Gender Pay Statistics

- On the snapshot date of 5th April 2022, men at BPL were on average paid 1.39% more than women. This compares favourably with the 8.3% pay gap for full-time employees in the UK economy as reported by the Office for National Statistics in October 2022 based on their most recent sample.
- On the snapshot date of 5th April 2022, the median gender pay gap was 0.76%. This statistic shows that there is a very minimal pay gap differential between the median hourly pay levels of men and women.
- In the 12 months to the snapshot date, from 6th April 2021 to 5th April 2022, men at BPL received bonus payments that were on average 20.26% higher than women. This increased from 9.9% in April 2021 which can be explained as a result of one-off bonus payments for Executives.
- On the snapshot date of 5th April 2022, there were 696 males (67%) and 344 (33%) females in the sample used for gender pay statistics.

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