

BELFOR (●) GENDER PAY GAP REPORT

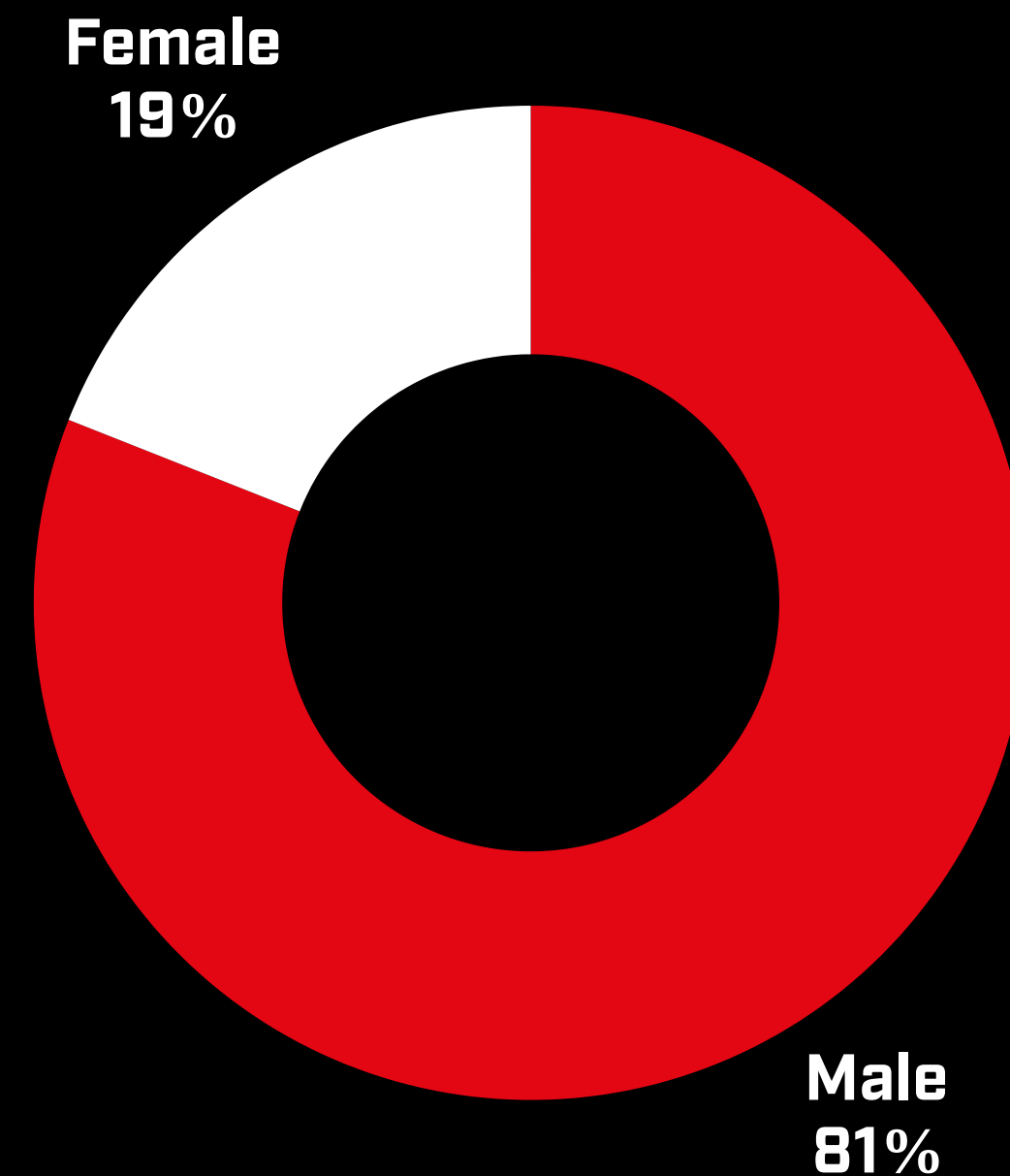
2025



Gender pay reporting legislation requires employers with 250 or more employees to publish details of their gender pay and bonus gap annually from April 2017.

We at BELFOR UK Ltd welcome the introduction of this in line with our current measures of equality.

Employee Demographic

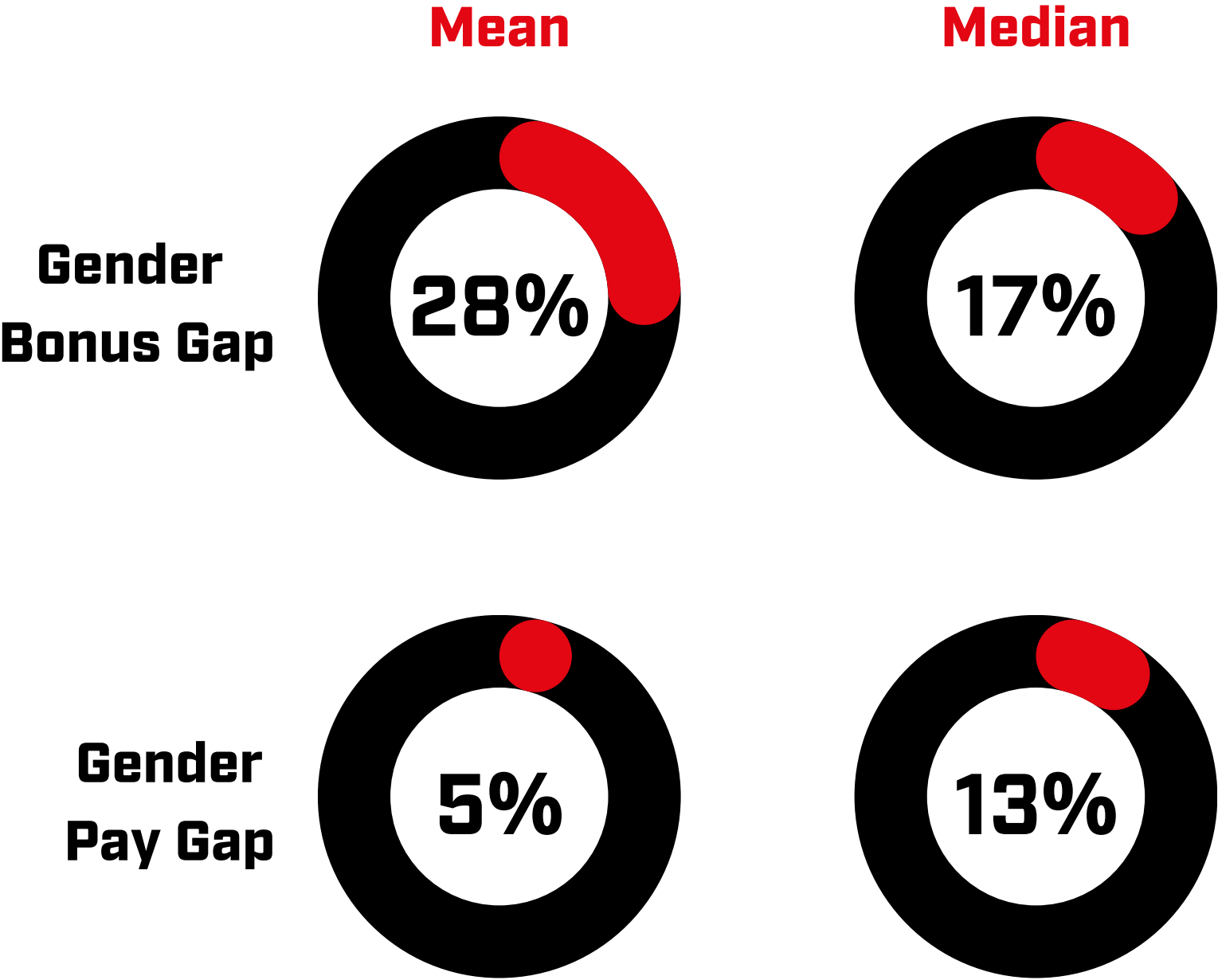


Mean and Median Pay Details

	Male	Female
Mean Hourly Rate	£17.38	£16.57
Median Hourly Rate	£15.00	£13.05
Number of Employees	272	63

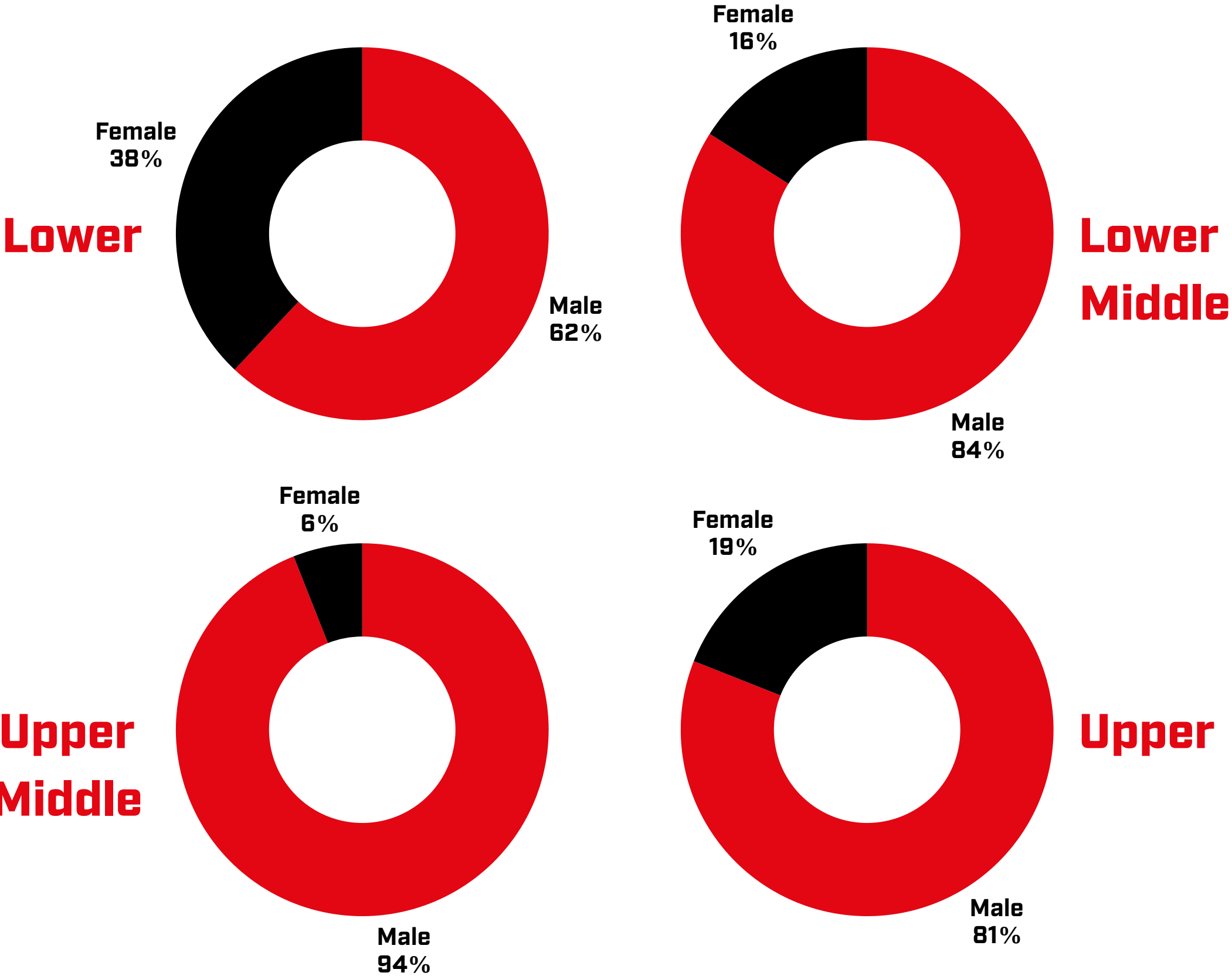
The tables above show the data from the snapshot date for the hourly rates of pay mean and median. It also captures mean and median bonus difference between men and women on the snapshot date at BELFOR UK Ltd for the preceding year.

Mean and Median Pay and Bonus Gap



The data shows a decrease in the gender bonus gap of more than 50% points in both the mean and median. In addition, both measure points for the gender pay gap have reduced by over 10% points.

Proportion of Employees in Each Pay Quartile

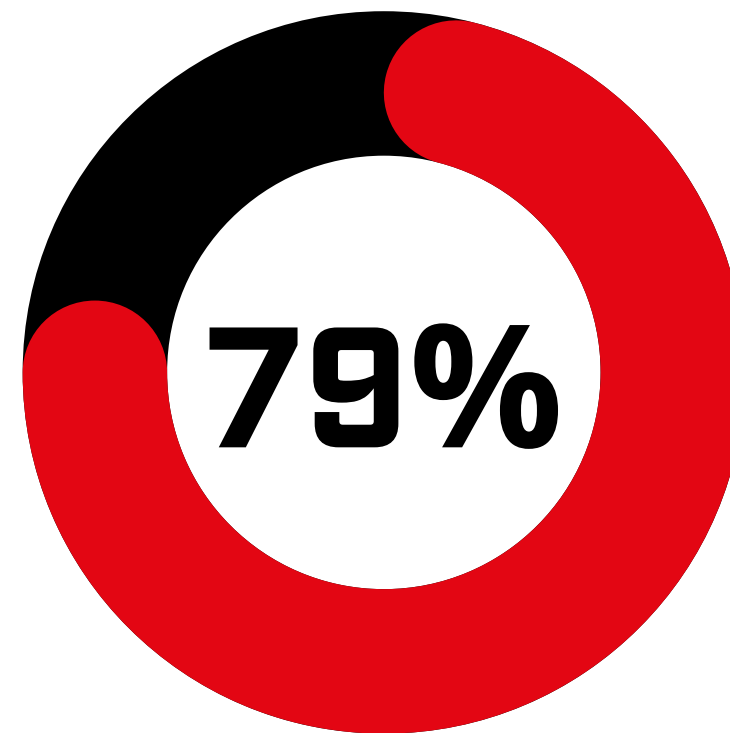


Our pay quartiles show that there are more men at each of the levels.

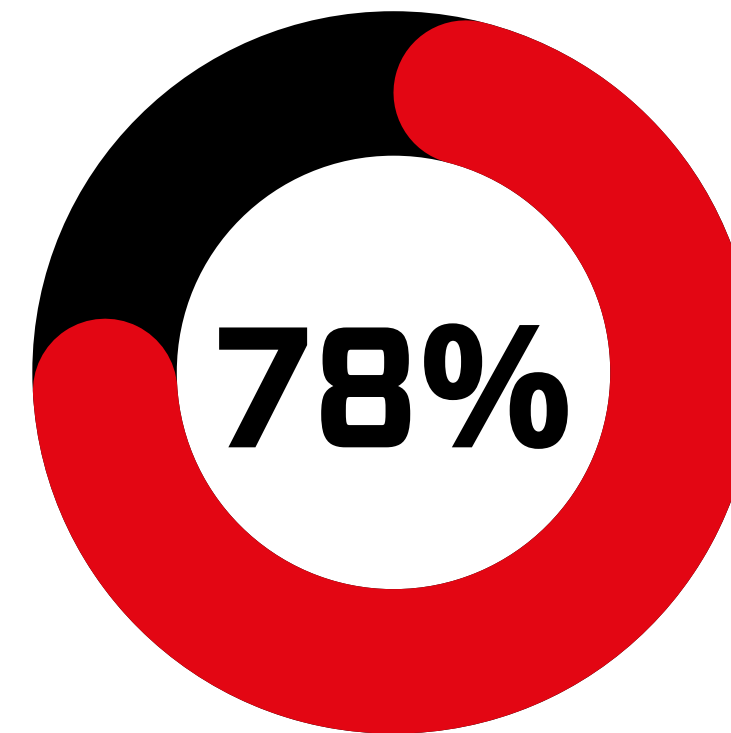
From historic gender reporting data, it can be seen that most quartiles have seen limited movement. The exception is the upper quartile in which the representation of female grew from 11% to 19%.

Split of Male and Females Who Received a Bonus

Female



Male



The balance bonus payments within the business are balanced through the the bonus structure in place to ensure equality in pay of bonus regardless of gender. This has greatly improved from previous years.

I confirm the accuracy of the data reported.

**Hein Hemke
Managing Director**