



Report on the Gender Pay Gap 2022

BMD & Company Limited is involved in mechanical and process engineering. The company offers engineering solutions to a wide range of companies, principally in the pharmaceutical, energy, utilities and technology sectors. BMD welcomes Gender Pay Gap Reporting as it highlights a critical area of our industry and an important step in encouraging change for the future.

Gender Pay Gap legislation requires employers with 250 or more employees to report on their gender pay gap in 2022. Employers must report six different measures, based on a snapshot of pay data on a date in June 2022:

- median gender pay gap – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- mean gender pay gap – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- median bonus gap – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
- mean bonus gap – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
- bonus proportions – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
- quartile pay bands – the proportions of male and female full-pay relevant employees in the lower, lowermiddle, upper-middle and upper quartile pay bands.

The gender pay gap is the difference between the gross hourly earnings for all men and women, expressed as a percentage, and is a reflection of a company's workforce profile. So, a company can have a gender pay gap even though it pays male and female employees equally for the same or similar jobs. This happens, for example, where a higher number of men are employed in the roles of skilled trades persons - sadly, still very much the norm across the Construction Sectors.

In BMD, we review pay to ensure that there is consistency between roles and employees within roles; in this regard, we believe we are an equal and fair employer.





Gender Balance

Male 97% Female 3%

Like so many other construction companies, the key driver of our gender pay gap is the challenge we face to attract females into the sector, and retaining them throughout their career. This results in fewer females in senior positions than we would like. We are successful in attracting female applicants for roles in support and finance functions.

The Figures set out below have been calculated using the standard methodologies used in the Gender Pay Gap Information Act 2021.

Category	Percentage
The Mean Gender Pay Gap	25%
The Median Gender Pay Gap	21%
The Mean Bonus Gender Pay Gap	-7%
The Median Bonus Gender Pay Gap	35%
The Proportion of Males Receiving a Bonus Payment	23%
The Proportion of Females Receiving a Bonus Payment	60%

Pay Quartiles by Gender

Band	Males	Females	Description
A	91%	9%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	97%	3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	99%	1%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	100%	0%	Includes all employees whose standard hourly rate places them above the upper quartile

There is a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).



At BMD we know that a diverse team creates a stronger, more dynamic business, which makes us a more attractive and sustainable employer. We want to create an environment where everyone feels like they belong, can be themselves and know their voice will be heard. This is not something that can be easily achieved within a single reporting cycle, but we are committed to long-term sustainable change.

We will ensure more opportunities exist for female talent to join BMD & Co, stay with us and develop their careers with us and over time, through natural career progression, reach senior positions which will in turn have a positive impact on the gender pay gap. For BMD, it's about the right person for the right role but creating equal opportunities.

