

GENDER PAY GAP REPORT 2022

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which came into force on 6 April 2017 employers with in excess of 250 employees are required to publish gender pay gap data on their website on an annual basis.

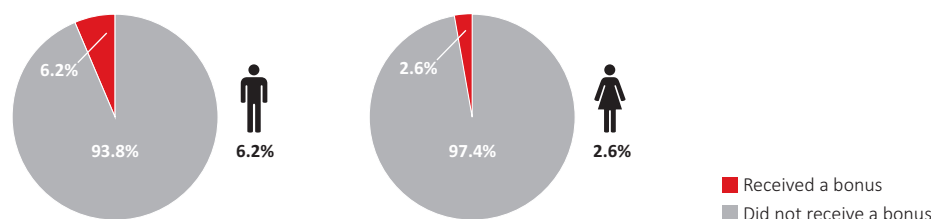
This report is based upon the 260 male and 39 female employees at the snapshot date of 5 April 2022 with bonus data from bonuses paid in the 12 months prior to that date.

Difference between men and women

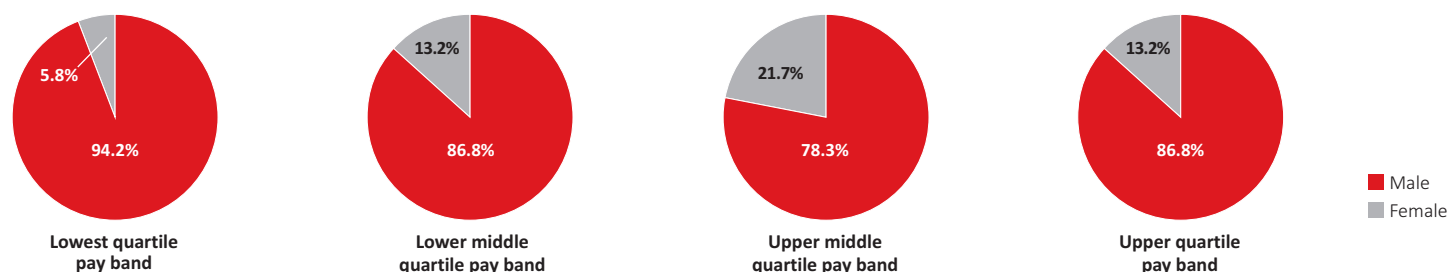
	Mean	Median
Hourly fixed pay gap	8.1%	(11.8%)
Bonus pay gap	41.7%	37.3%

Positive gender pay gap figures denote higher male earnings, while negative figures denote higher female earnings.

Proportion of employees awarded a bonus



Proportion of males and females in each pay quartile %



The mean hourly fixed pay gap has reduced from 17.2% to 8.1% due to the reversal of the effect caused by the Government's Coronavirus Job Retention Scheme, and reduced further from 10.7% in 2020. Similarly, the median fixed pay gap has moved from negative 2.8% in 2021 to negative 11.8%. This is because fewer female staff are in the bottom two pay bands.

The main bonus scheme did not operate in this 12-month period as the business performance was impacted by the pandemic. However, it was reinstated in 2023.

Balmoral Comtec Limited is an equal opportunities employer and recruits the best people for the job. The gender imbalance and structural workforce challenges that the company faces are indicative of wider issues in the United Kingdom such as the lower number of females studying STEM subjects at university and going into STEM careers, and certain manufacturing industry roles being more appealing to males, a view Balmoral continues to challenge.

I confirm that the Balmoral Comtec Limited gender pay gap calculations are accurate and fully meet the requirements of the legislation.

D Reay
Finance Director