

Bee Health Limited Gender Pay Statement 2019

We are an employer required by law to carry out gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation, it will not involve publishing individual employee data.

We are required to publish the results on our own website and the government gender pay website.

We will do this April of each year.

We can use the results to assess:

- The levels of gender equality in the workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded
- The challenge in our organisation and across the UK to eliminate any gender pay gap

Gender pay reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR payroll records.

All data is based on actual rates of pay comprised from a mixture of salaried and hourly paid staff, all data being converted to annual equivalents.

The data as at 1st April 2019 is as follows:

1 Average gender pay gap as a mean average	7.6%			
2 Average gender pay gap as a median average	5.6%			
3 Average bonus gender pay gap as a mean average	74%			
4 Average bonus gender gap as a median average	50%			
		Male		Female
5 Proportion of staff eligible for bonus, actually received it	11	5.45%	9	9.28%
6 Proportion of men and women in the four banded pay groups		Male		Female
Upper Quartile		73%		27%
Upper Middle Quartile		84%		16%
Lower Middle Quartile		66%		34%
Lower Quartile		46%		54%

Bee Health Limited is an equal opportunities employer and have in place salary bandings, irrespective of gender.

We employed 295 employees 67.1% men and 32.9% women.

We are passionate about fairness, equality and inclusion, we will strive to improve our gender pay gap and will publish results voluntarily in 2020.

If you have any questions regarding Gender Pay reporting please contact Andrew Purvis, Finance Director

Signed

Steve Ryan
Managing Director