

Bee Health Limited Gender Pay Statement Year (April 2023)

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 2023 is as follows:

1. Average gender pay gap as a mean average		10.5%
2. Average gender pay gap as a median average		2.27%
3. Average bonus gender pay gap as a mean average		9.55%
4. Average bonus gender gap as a median average		5.52%
5. Proportion of staff eligible for bonus, actually received it:		
	Male	Female
	18 10.17%	18 17.31%
6. Proportion of men and women in the four banded pay groups		
	Male	Female
Upper Quartile	70%	30%
Upper Middle Quartile	70%	30%
Lower Middle Quartile	63%	37%
Lower Quartile	49%	51%

Bee Health Limited is an equal opportunities employer and have in place salary bandings, irrespective of gender.
 We employed 281 employees 63% Males and 37% Female

We are passionate about fairness, equality and inclusion, we will strive to improve our gender pay gap. If you have any questions regarding Gender Pay reporting please contact Andrew Purvis.

Signed



Andrew Purvis
 Managing Director