

BIMM LIMITED GENDER PAY GAP REPORT 2018

In 2017, the government introduced new legislation that made it a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. The purpose of the gender pay gap analysis is to compare the average pay of male and female employees overall within the Institution. The legislation in place dictates the methodology we are required to use to calculate the gender pay gap and all data quoted relates to the snapshot date of 5th April 2018.

GENDER COMPOSITION



69%
of our workforce are men



31%
of our workforce are women

Gender Pay Gap

The mean and median gender pay gap - based on an hourly rate of basic pay of our full pay relevant employees



BIMM Mean Pay Gap **9.9%**



UK-wide Median Pay Gap* **18.4%**



BIMM Median Pay Gap **17%**

Pay by Quartiles - our hourly pay quartiles

The proportion of males & females in each mean hourly rate quartile pay band



41.9% **58.1%**

Lower quartile



29.8% **70.2%**

Lower middle quartile



23.7% **76.3%**

Upper middle quartile



28.7% **71.3%**

Top quartile

Bonus Pay Gap

The mean and median bonus gender pay gap and the proportion of males and females receiving a bonus payment:



11.1%

Men's mean bonus pay is higher than women's



5.7% **5%**

% of population who received bonus pay



0%

Women's median bonus pay is equal to men's