

## Introduction

Bowers & Wilkins is world-class manufacturer of loudspeakers and has been based on the South Coast of England for over 50 years. We have two sites, one being the main manufacturing plant and the another a research and development centre.

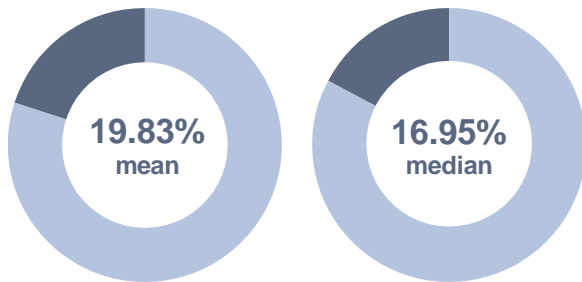
## Our results

At the snapshot date, 5 April 2022, we had 78% males and 22% females in our employment. We remain a business that prides itself on talent development and allowing employees access to training and hope to redress the gender imbalance amongst the technologists and engineers that are key to the success of our business by ensuring that our pay structure maintains equitable across all business areas.

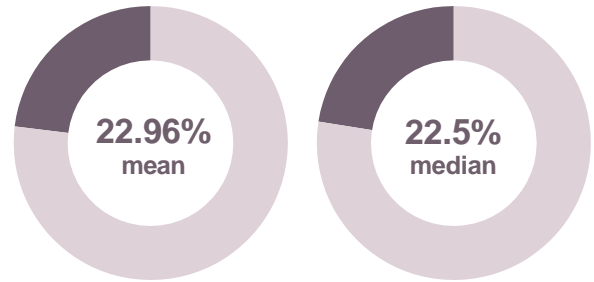
For last year specifically, although there remains a similar pay gap, it is encouraging to see the proportion of female employees in the top pay quartile increase from 12 to 15% and an increased proportion of female employees receive a bonus last year, higher than in years previous.

We remain proud of our commitment to Apprentices, and developing the next generation, and hope to see a levelling in the gender divide in the manufacturing and engineering sectors.

### Gender pay gap in hourly pay

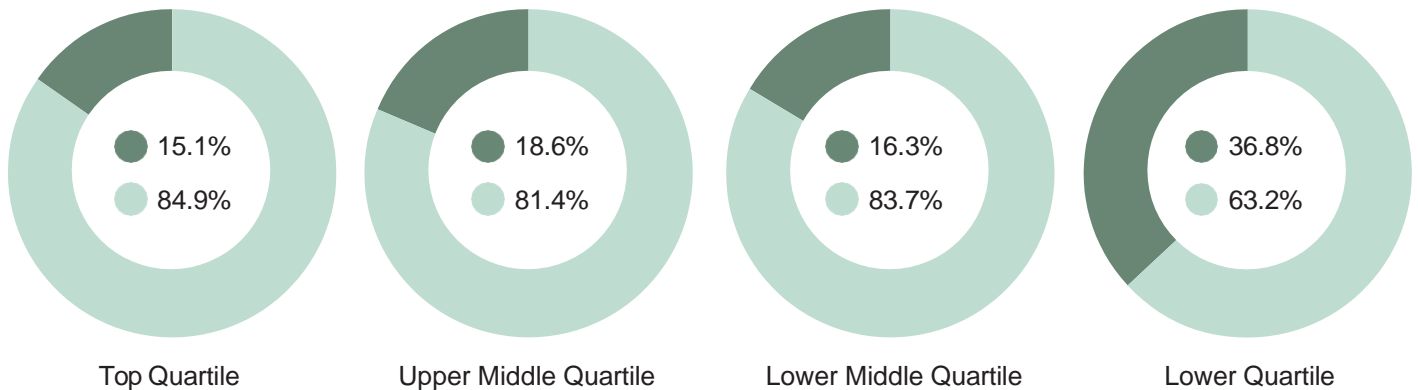


### Gender pay gap in bonus pay



### Distribution of all UK employees across pay quartiles

● Female ● Male



### Proportion of employees who received bonus

● Female ● Male

