

**Introduction**

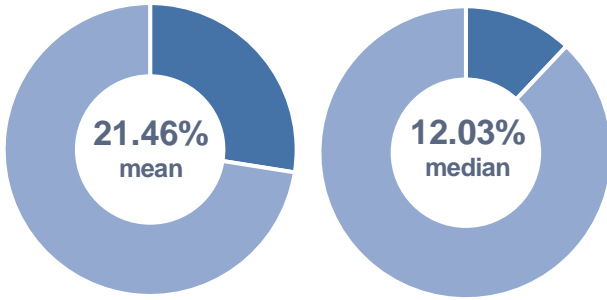
Bowers & Wilkins is world-class manufacturer of audio products. We have two sites in Southeast England, a manufacturing operation in Worthing and a Research & Development and Engineering facility in Southwater, Horsham.

**Our results**

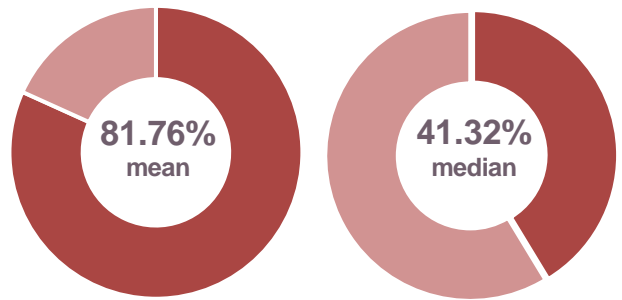
We are a business that prides itself on good recruitment practice and developing our employees by providing access to training and development.

- Our overall headcount remains 323.
- Our gender split overall remains unchanged at 80% male and 20% female.
- Our average pay gap has reduced from 27.5% to 21.5%.
- Very few employees received bonuses in 2024. Although the bonus gender pay gap was higher than last year as an overall percentage of population more Females received bonuses than Males.

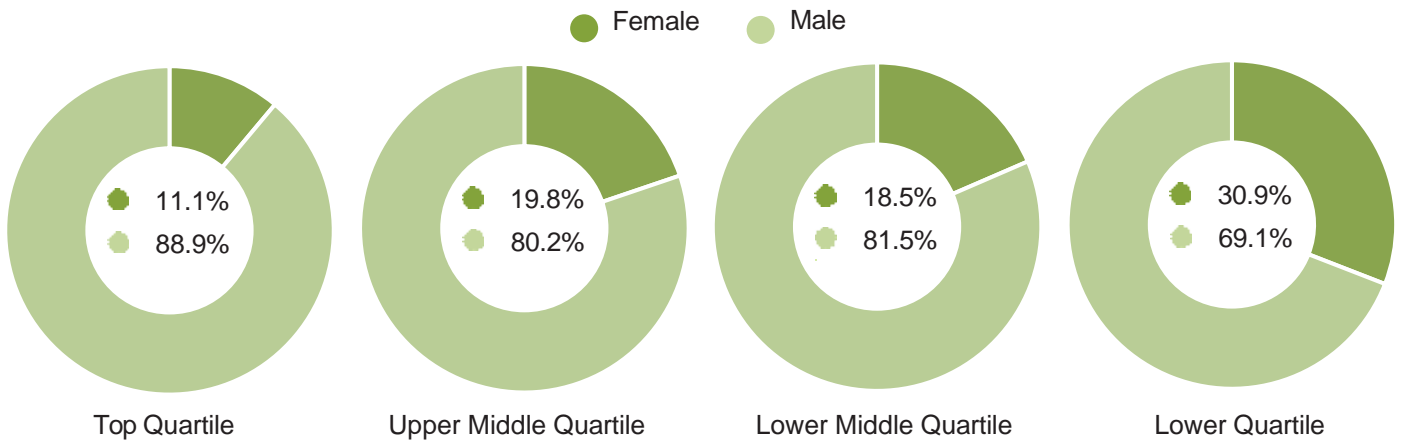
**Gender pay gap in hourly pay**



**Gender pay gap in bonus pay**



**Distribution of all UK employees across pay quartiles.**



**Proportion of employees who received bonus by gender**

