

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 a two sites, one being the main manufacturing plant and the another a research and development centre.

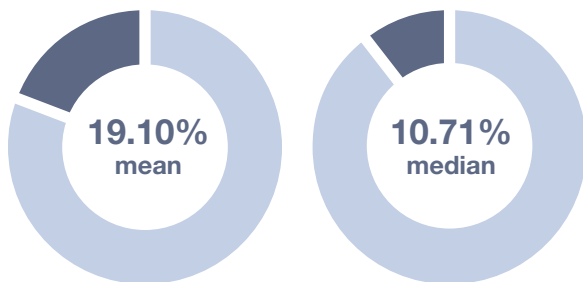
Our results

At the snapshot date, 5 April 2021, we had 78% males and 22% females in our employment. We remain a business that prides itself on developing people and allowing everyone access to training and retraining 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 equity across all business areas.

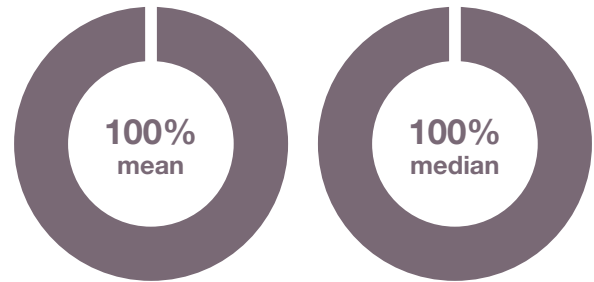
Our pay distribution remains largely similar to 2020. Unfortunately due to the Covid-19 pandemic and its impact on our business and reward, the bonus pay gap graphic is not able to show that only a minimal number of bonuses were paid in the business.

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

Gender pay gap in hourly pay

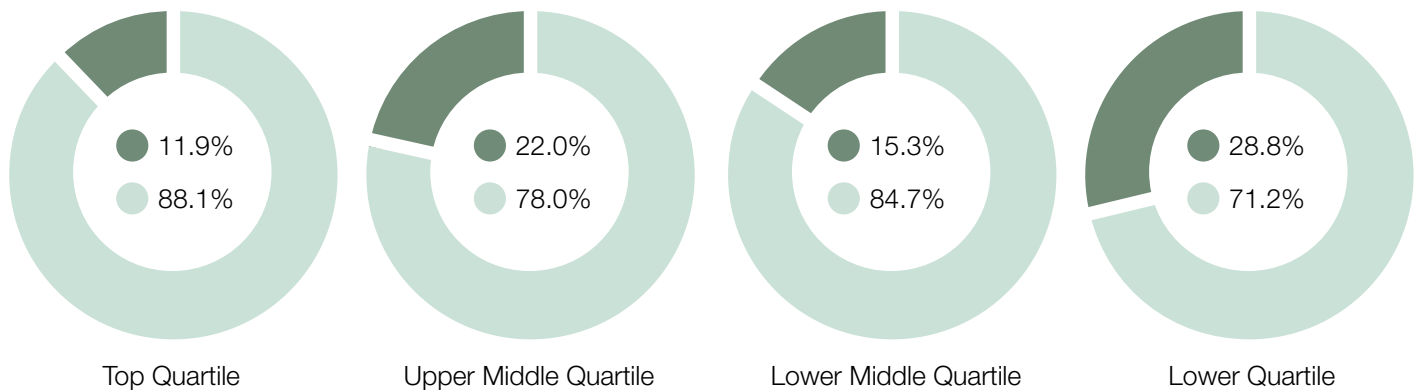


Gender pay gap in bonus pay



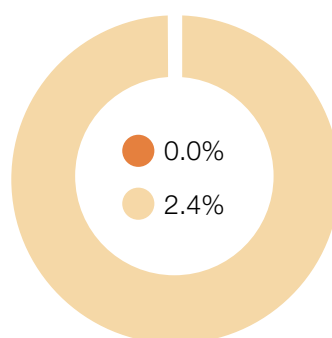
Distribution of all UK employees across pay quartiles

● Female ● Male



Proportion of employees who received bonus

● Female ● Male



*Note: furloughed employees have been included within the numbers (24 Females, 44 Males).

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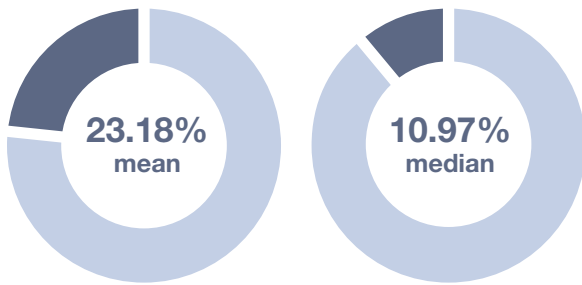
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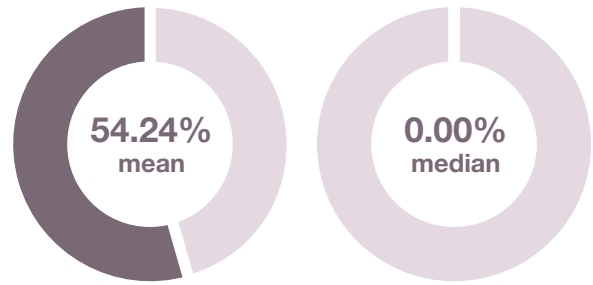
Whereas we saw a dip in our upper mid-quartile Female distribution, median bonus levels were equivalent this year.

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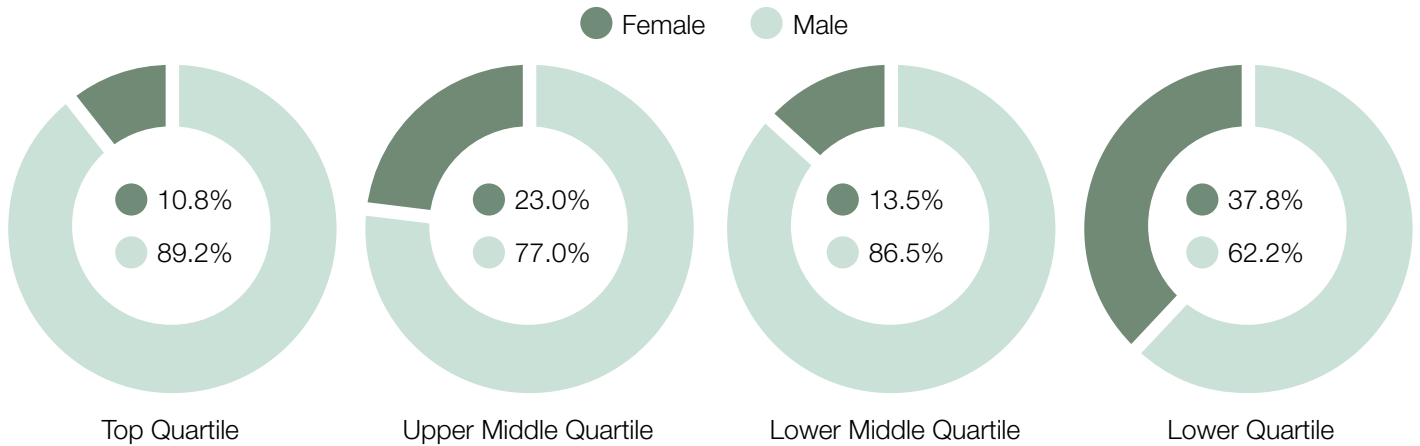
Gender pay gap in hourly pay



Gender pay gap in bonus pay



Distribution of all UK employees across pay quartiles



Proportion of employees who received bonus

