



We're committed to making BGL an inclusive place to work.

D&I is a key focus of our agenda here at BGL. We've worked hard to understand the reasons for our gender pay gap and we're clear about what we need to do to move towards fair representation throughout our business. As we have already successfully delivered on equal pay, we're taking immediate steps to begin to address our gender pay gap, including ensuring salaries are aligned following internal promotion, and we have balanced hiring at the most senior levels.

Mark Bailie
Chief Executive Officer

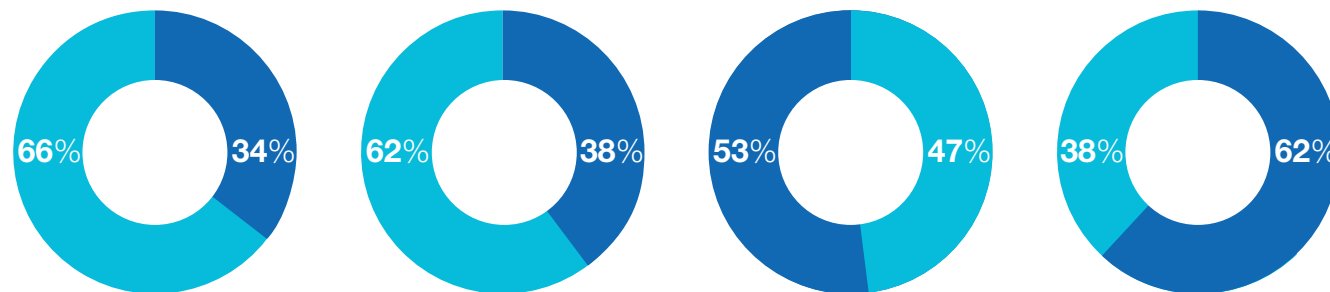
Pay hourly rate

Difference between men and women

	BGL 2020	BGL 2019	BGL 2018
MEDIAN	32.4%	28.9%	24.2%
MEAN	28.2%	27.9%	27.2%

Pay quartiles

Proportion of men and women according to quartile pay bands



Lower quartile

Lower middle quartile

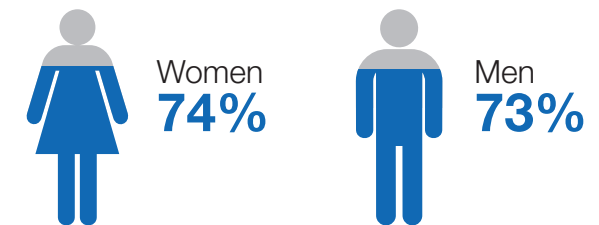
Upper middle quartile

Upper quartile

• Female • Male

BGL bonus pay

Proportion of men and women receiving bonus



MEDIAN **29.5%**

MEAN **59%**