

Gender Pay Gap Report 2022 – Bridon International Ltd.

A message from Aniko Pike, UK Finance Director, at Bridon International Ltd.

“It has been 6 years since Bridon International Limited published its first Gender Pay Gap report. That year, the pay gap was already very low, and we have been very pleased to see further reductions in the years that have followed.

I am pleased to share the Company’s 2022 report, which as before has been calculated in accordance with the mechanisms that are set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Unfortunately, pay gap has worsened this last year and is at -7.19% compared to -12.44% in the prior year. However, we are pleased to report that despite this our pay gap remains below the UK benchmark of 8.3%.

At Bridon International Limited we believe that our gender pay gap continues to be driven by the structure and nature of our workforce, which consists largely of factory workers in heavy engineering environments. Our company currently employs 10% of female workers (remaining a constant figure in the last 6 years), although our parent company Bekaert NV has implemented various core business KPIs related to improving gender diversity over the next 5 years. These include implementing a target % of female applicants for all vacancies and a defined percentage of female hires in senior-level (Vice President/General Manager) roles, as well as ‘softer’ targets such as the creation of a feedback loop for employees in the Company to tell us what they feel about our current approaches to D&I. Other important KPIs are expected in the near future.

Bridon International Ltd fully supports all these measures, and we are convinced that this will support our continued efforts to reduce our gender pay gap still further.

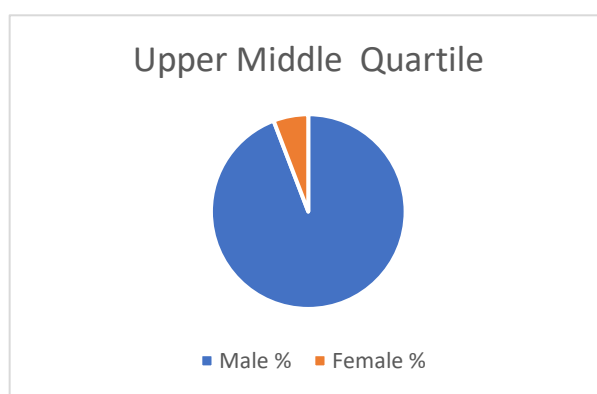
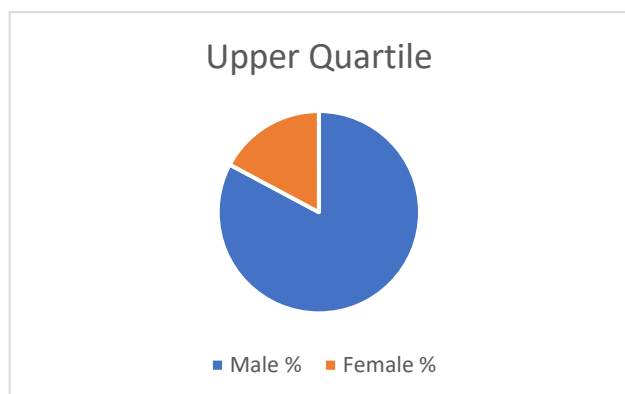
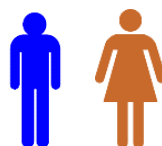


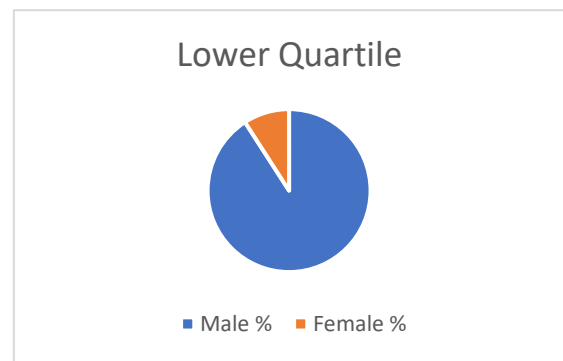
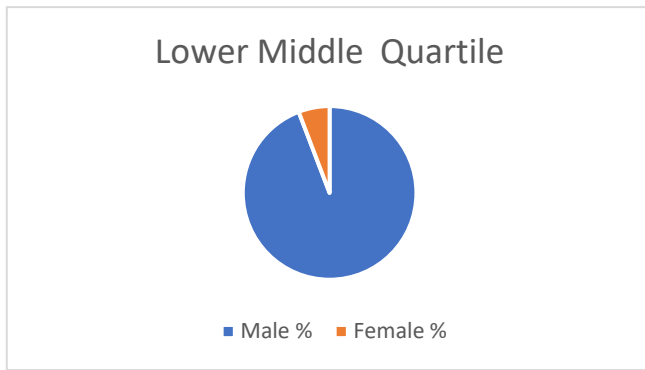
PAY DATA

Hourly rate of Pay, calculated for the pay period including 05/04/2022.

The data shows that on average, female employees are paid 12.44% more than their male employees. At the mid-point, the data shows that female employees are paid 20.11% more than male employees.

Difference between the hourly pay of all men and all women at Bridon International Ltd	
Mean	Median
-7.19%	-10.5%





BONUS DATA

Bonus calculated for the year 06/04/2021 to 05/04/2022.

The data shows 54% of our female workers receive some kind of bonus compared to only 16% of male colleagues, which has remained static since last year. However, the average and median values of female bonus has reduced further since our last report.

Difference between the bonuses paid to all men and all women at Bridon International Ltd	
Mean	Median
29.1%	37.15%

54%



16%



The proportion of employees receiving a bonus payment

Although these results remain generally positive, we will not become complacent and will keep our performance in this area under ongoing review.

On behalf of Bridon International Ltd, I can confirm that the data reported is accurate.”

Aniko Pike

UK Finance Director

Bridon International Ltd.