



# Gender Pay Gap Review

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## BRIGGS OF BURTON

# Our workforce is the heart of our company

Robert Buxton  
**Chief Executive  
Officer (CEO)**



We aim and are committed to developing and nurturing our talent whilst aiming to create a diverse workforce that enhances our business.

One of Briggs of Burton PLC core values is to look after the people we influence, and we work with a multitude of different providers, including STEM Outreach programs, industry governing boards, diverse recruitment partners, and Apprenticeship and Graduate schemes, to ensure a broad range of talent develops within our business.

Briggs of Burton's 'Code of Conduct' highlights our commitment to diversity, inclusion and fair pay, and we are keen to continue to develop our initiatives and close down the Gender Pay Gap within our organisation.

The Gender Pay Gap Regulations refer to a legal requirement that employers with 250 or more employees must annually publish data on the difference in average earnings between their male and female workforce.

Claire Eason  
**Head of HR**



# BRIGGS OF BURTON

## Our Values



We embody a set of core values that define who we are and guide our actions. These values shape our interactions, our decisions, and our future.

People are our most valuable asset. The safety of our employees and the people we influence is always our first priority. We believe in a respectful, supportive and rewarding working environment that increases job satisfaction and promotes career opportunities.

This reporting document includes:

- The difference in average hourly earnings between men and women, expressed as a percentage of men's earnings.
- The distribution of gender within four pay band quartiles.
- The proportion of men and women receiving bonus pay in the year.

We are reporting on our UK entity Briggs of Burton PLC, as Briggs had more than 250 employees in April 2024.

# BRIGGS OF BURTON

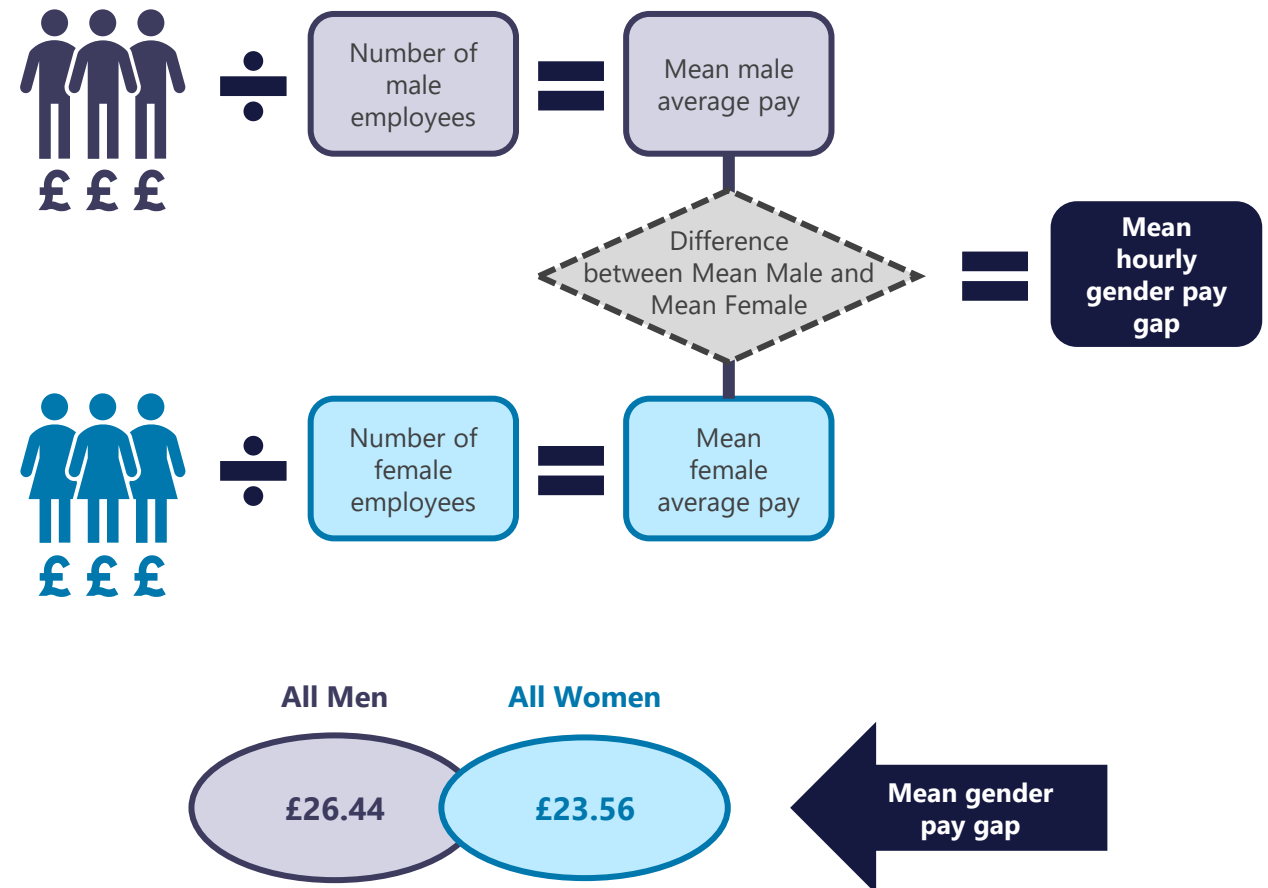
## Mean Difference

These graphs shows how we calculate the mean hourly rate between Men and Women at Briggs of Burton PLC.

The Office for National Statistics shows the mean gender pay gap to be around 7%.



**Briggs overall mean gender pay gap is 10.89%**



# BRIGGS OF BURTON

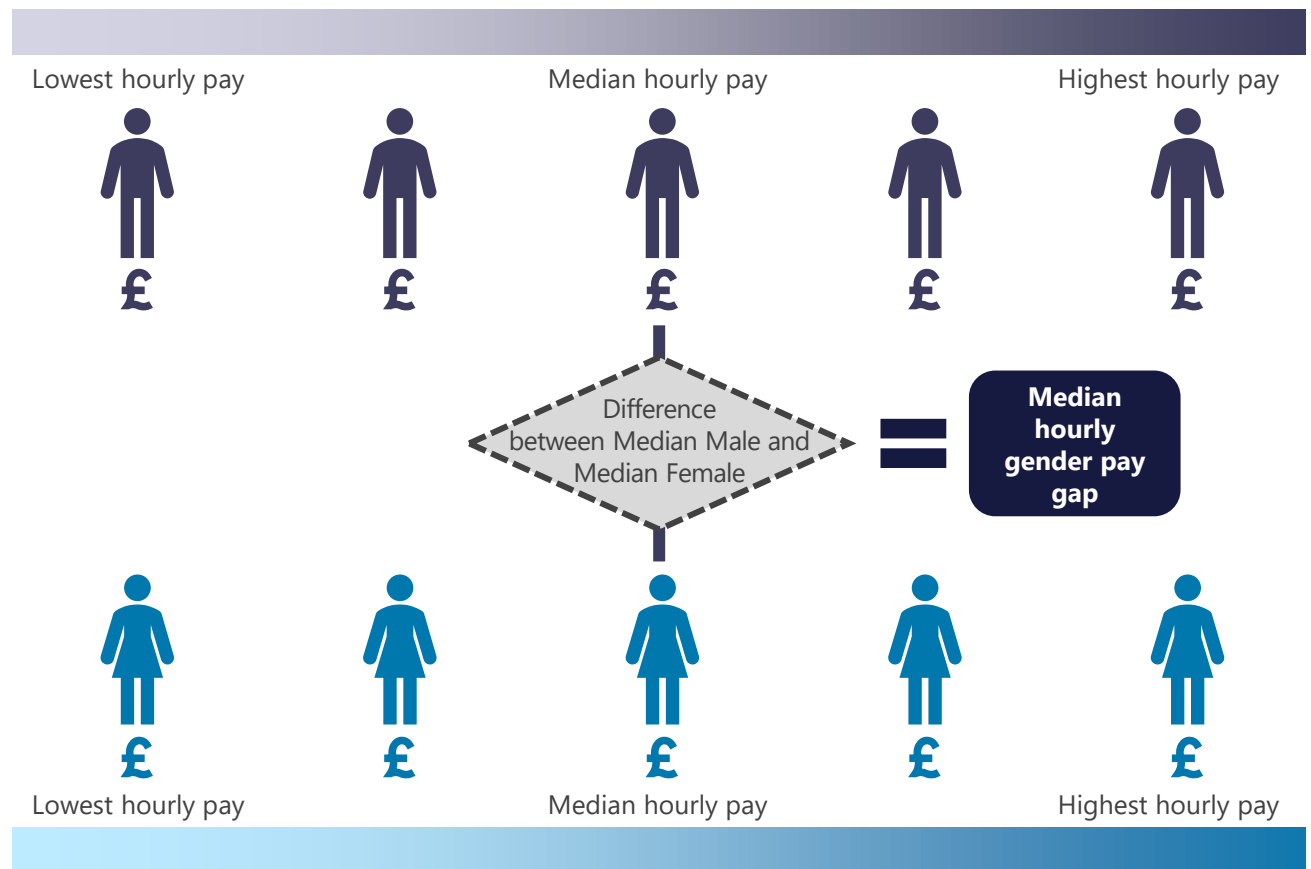
## Median Difference

The median gender pay gap compares the middle hourly rate of pay for men and women, rather than the average (mean).

The Office for National Statistics shows the median gender pay gap to be around 13.1%.



**Briggs overall median gender pay gap is 9.09%**



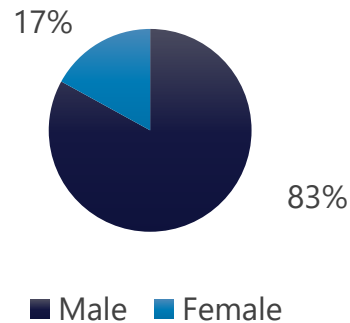
# BRIGGS OF BURTON

## Pay difference between women and men

The gender split in our workforce shows that 83% are men and 17% are women. Industry-wide, manufacturing and engineering roles tend to be male-dominated, however we endeavour to promote all our roles inclusively across all genders by using initiatives such as STEM and partnerships with governing bodies. As a result, we are seeing increasing success in achieving a more balanced workforce.

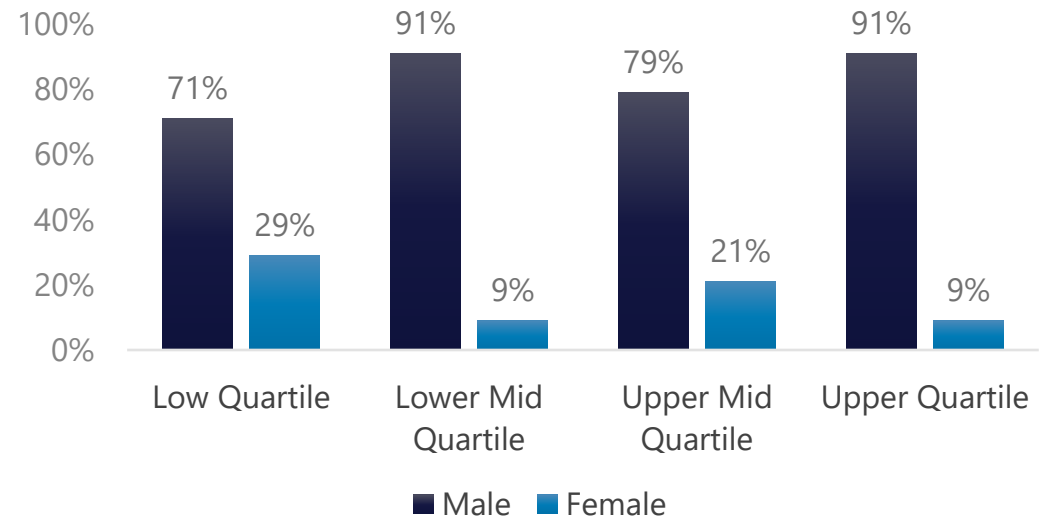
We are also looking at Talent development programmes internally whilst supporting those in lower quartiles with development pathways into the upper quartiles.

### Employee Distribution



### Pay Quartiles

Approx. 66 employees per quartile.

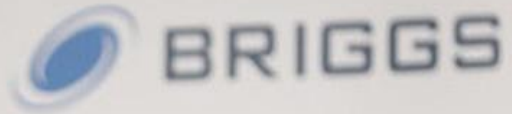


### Bonus

8% of our workforce received a bonus.

35% of those 8% were women.

The bonus mean gap is 43%.



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## BRIGGS OF BURTON Conclusion

Due to our investment in initiatives supporting gender balance, you can see how we have improved the gender split from 2022 to 2024:

March	Total Employees	Total Women	% of Employees Women
2024	218	45	20.64%
2023	166	43	25.90%
2022	219	29	13.24%

The overall trend indicates that, despite fluctuations in total headcount, we have consistently increased the number of women in the workforce. This growth demonstrates the effectiveness of our diversity initiatives and our commitment to fostering a more balanced and inclusive environment.

This report will be used to support organisational growth in Diversity, Equity, and Inclusion, and we look forward to developing this report in the coming year.



For any questions or further discussion, please contact HR.