

Gender Pay Gap Report 2025

Bridgnorth Aluminium Ltd is an equal opportunities employer and is committed to promoting fairness, transparency and equality across our workplace. We value the contribution of all employees and strive to ensure that pay and progression decisions are based on role requirements, skills, experience, and market benchmarks.

As an organisation employing more than 250 people, we are required to publish our gender pay gap data in line with statutory reporting requirements. Gender pay gap reporting measures the difference between the average earnings of men and women across the organisation and does not measure equal pay for the same role.

Understanding Our Results

Hourly Pay

Our 2025 gender pay data shows a negative gender pay gap, meaning that on average women earn more per hour than men at Bridgnorth Aluminium Ltd:

- Mean hourly pay gap: -5.8%
- Median hourly pay gap: -12.5%

This means that, across the organisation, women's average and median hourly pay rates are higher than those of men. This outcome reflects the distribution of roles and pay levels across the workforce, including the representation of women within certain higher-paid positions. As gender pay gap figures are influenced by workforce structure, they do not indicate unequal pay for the same work.

Bonus Pay

Bonus payments are awarded broadly and consistently across our workforce. For the 2025 reporting period, our results show:

- Mean bonus pay gap: -38.6%
- Median bonus pay gap: 0%
- Proportion receiving a bonus:
 - Women: 100%
 - Men: 99.3%

The median bonus pay gap of 0% indicates that bonus awards are equitable for the majority of employees. The negative mean bonus pay gap, where women receive a higher average bonus than men, is driven by a small number of women in senior roles who received higher bonus payments during the reporting year.

Important note on bonus reporting

For the 2025 reporting year, the annual service bonus has been included within the bonus pay calculations. This element was not included in previous reporting years, meaning that bonus figures

for 2025 are not directly comparable with earlier results. Including the service bonus provides a more complete and transparent view of total bonus payments across the organisation.

Pay Quartiles

The gender distribution across our pay quartiles is as follows:

- Upper quartile: 81.9% men / 18.1% women
- Upper middle quartile: 90.5% men / 9.5% women
- Lower middle quartile: 91.6% men / 8.4% women
- Lower quartile: 91.7% men / 8.3% women

These figures reflect the current structure of our workforce and are characteristic of the manufacturing and engineering sector, where men have historically made up a larger proportion of technical and operational roles. This workforce composition continues to influence our overall gender pay gap results.

Our Commitment to Equality

Bridgnorth Aluminium Ltd remains committed to fostering an inclusive workplace and to reducing structural imbalances over time. We will continue to focus on:

- Encouraging more women to join the business, particularly in technical and operational roles
- Supporting development, progression and career opportunities for all employees
- Ensuring our recruitment, pay and promotion processes remain fair, transparent and objective
- Monitoring our gender pay data annually to identify trends and areas for improvement

We are proud of the progress we have made and remain committed to ensuring that all employees feel valued, supported and able to develop their careers with us.

Declaration

I confirm that the gender pay gap information contained in this report is accurate and has been calculated in accordance with the statutory requirements.



Gerhard Trilling
General Manager
Bridgnorth Aluminium Ltd