

Gender Pay Gap Employer Statement 2026

BGL Group is committed to fair and transparent employment practices. We use gender pay gap reporting as one of several ways to understand workforce outcomes and to understand how we attract, reward, and develop our people. Our approach to pay is grounded in fairness; people are compensated based on role, responsibility and performance, not gender.

Understanding Our Workforce Data

BGL Group regularly reviews workforce data, including salaries for each job level and business area, using robust salary bands set against external market benchmarks. We believe fair pay means ensuring employees performing the same role, with the same skills and experience, are paid equally. Our analysis focuses on pay equity within comparable roles and levels.

Unlike WGEA, BGL does not use business averages to determine whether a gender pay gap exists. BGL ensures team members with the same job description and work experience are paid in the same salary band based on professionally sourced industry data.

We note that the gender pay gap figures we are required to provide to WGEA do not compare men and women in like-for-like jobs.

Recruitment and Hiring

Our recruitment process is based on clear, role-specific criteria to ensure fair and consistent decisions. Candidates are assessed on merit, with a focus on alignment with our values, learning agility, and relevant skills and experience. We work to ensure all hiring decisions are based purely on these principles.

Pay, Remuneration and Progression

Every year, we conduct salary reviews to ensure all employees are paid fairly for their roles and responsibilities at BGL. Our salary bands are regularly updated with professional market data to maintain fairness, consistency and competitiveness across all levels and business units. We are confident our internal processes ensure equal pay for equal work.

Career Development

BGL Group offers robust professional development, regular discussions with managers and clear career pathways designed to support all employees' growth. We aim to provide everyone with opportunities to advance based on their living BGL values, skills, performance and aspirations.

Focus Areas

BGL Group will continue to review our people practices to promote fairness, transparency and opportunity. We are committed to supporting the development of all our people and creating an environment where everyone can thrive.

This statement reflects BGL Group's ongoing commitment to a fair and consistent approach to how we employ, reward and support our people, ensuring that pay outcomes are based on role and performance, not personal characteristics.