



The UK Government, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, requires all organisations with more than 250 employees to publish their gender pay gap data annually.

This report presents Bowdraper Ltd's results for the year ending **April 2025**, together with commentary to provide context and explanation of the figures.

Mean hourly pay difference between male and female colleagues	3.56%
Median hourly pay difference between male and female colleagues	0.41%
Mean bonus pay difference between male and female colleagues	17.91%
Median bonus pay difference between male & female colleagues	13.46%
Percentage who were paid bonus pay within the 12 month period	Male: 2.70% Female: 4.42%
Gender Pay Splits	
Quartile 4 – Upper	Male: 20% Female 80%
Quartile 3 – Upper Middle	Male 27% Female 73%
Quartile 2 – Lower Middle	Male 26% Female 74%
Quartile 1 - Lower	Male 26% Female 74%

Notes :-

- Bowdraper Ltd is an SME operating within the cleaning industry, employing a total workforce of 450 at the time of reporting.
- The mean and median hourly pay differences between male and female employees remain nominal, reflecting that the majority of our workforce is paid at or around the National Living Wage.
- The bonus pay gap is primarily attributable to a single full time male employee whose remuneration includes a significant performance-based element. This is reduced in comparison to previous years as we now also have a part time female employee with a similar bonus structure in place.
- The gender distribution across all pay quartiles shows a higher representation of female employees, consistent with both the available labour market and the nature of the roles for which we typically recruit.
- Given the above context, no further action is deemed necessary in respect of gender pay at this time. Bowdraper Ltd remains committed to maintaining equality of opportunity across all roles within the organisation.

This statement was approved by Philip Lewis, Managing Director