

GENDER PAY GAP REPORT

APRIL 2025

Our Commitment

BFBS is committed to being a truly inclusive organisation, where everyone feels valued for the contribution they make. The instillation of gender equality in the workplace is a fundamental part of this commitment.

What is the Gender Pay Gap?

The gender pay gap compares pay of all men and women across a workforce, without considering differences in job roles, experience, and qualifications.

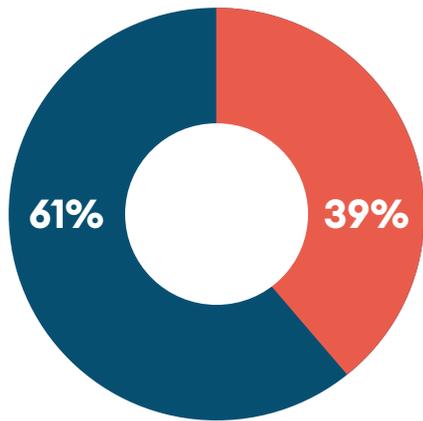
The gender pay gap is not the same as 'equal pay' - paying men and women equally for performing identical roles - which has been a legal requirement since 1970.

OUR GENDER PAY GAP AND BONUS RESULTS

As at our reporting 'snapshot' date of 5 April 2025

Our Workforce:

Women 39% (105); Men 61% (166)



Women Men

Pay Gap:

Mean: **5.3%**
Median: **5.9%**

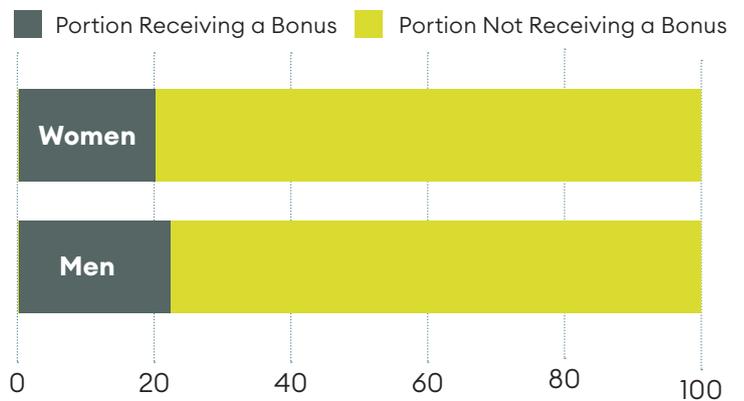
Bonus Gap:

Mean: **29.3%**
Median: **0.0%**

Portion of Women and Men receiving a bonus:

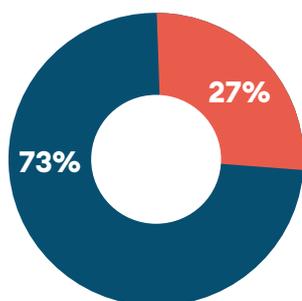
Women **20%**, Men **23%**

Bonuses at BFBS are paid on a discretionary basis and at a modest level by way of a thank you in recognition of exceptional performance 'over and above'.

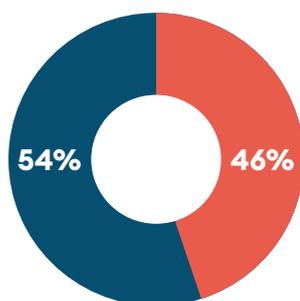


Women and Men in Each Pay Quartile:

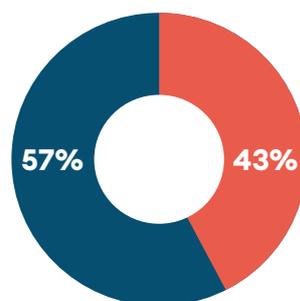
Women Men



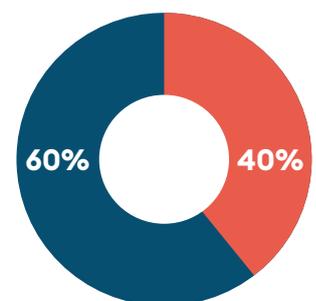
Upper



Upper Middle



Lower



Lower Middle

Gender Pay Gap

Between April 2022 and April 2025, BFBS reduced its gender pay gap significantly. The mean gap declined from 12.5% to 5.3% (-7.2 percentage points) and the median gap from 15.0% to 5.9% (-9.1 percentage points). In 2025, our median gap (5.9%) is materially below the UK national median for all employees (12.8%), placing BFBS well ahead of the external benchmark.

	2022	2023	2024	2025
BFBS Mean Pay Gap	12.5%	12.0%	8.5%	5.3%
BFBS Median Pay Gap	15.0%	12.7%	12.1%	5.9%
UK National median (ONS)	14.9%	14.3%	13.1%	12.8%

The key factor driving such step-change improvements in the gender pay gap is the introduction in 2024 of an initiative to bring more women into our Technology department, which historically has been dominated by men. The Women in Technology, (WiT) working group seeks to identify and implement initiatives to encourage more women to apply for our open vacancies. When women apply for our vacant positions, we have a very high success rate of employment and retention, the challenge is a lack of applications. This is an industry wide issue as it is mainly men that are attracted to these roles. The WiT working group networks very closely with similar organisations in industry experiencing the same challenges where information, ideas and experiences are shared. It also creates and attends multiple outreach opportunities inside and outside of industry.

One such initiative to help address these challenges was sponsoring the organisation 'Rise Women in Broadcast'. This allows us to collaborate with others across the industry to devise strategies to improve the representation of women in these roles and to share best practise. This initiative has been one of the key drivers of our progress in reducing our gender pay gap consistently over the last few years.

We also continue to include women in our shortlisting if we have enough women with the right skills that apply for our roles. Further, we have been working very closely with recruitment agencies in refining our approach to how we advertise our roles, including the platforms we advertise upon, the language used in our job descriptions and adverts, our target audiences, and our approach to the interview process.

Quartiles

Women are well represented through the lower and middle pay quartiles and close to parity in the upper-middle quartile (46%). However, representation drops to 27% in the upper quartile (-19 pp from upper-middle), in this upper quartile 74% of the employees are men.

Delivery of our services to the Armed Forces globally on land and at sea in a wide range of locations presents complex technical challenges. These challenges, in turn, require expertise in Broadcast Engineering, Information Technology, Cyber Security and Software Development all of which are heavily male dominated. These disciplines are also niche markets and in considerable demand and hence generally attract higher pay.

Bonus Pay gap

The proportion of women receiving a bonus was broadly in line with that of men.

This year, a higher proportion of women than men opted to salary sacrifice part or all their bonus. Because the statutory methodology uses post sacrifice figures, this has the effect of reducing the average (mean) bonus reported for women, which in turn widens the mean bonus pay gap.

This factor does not reflect differences in bonus opportunity or award. Instead, it illustrates how employee benefit choices - particularly when adopted unevenly across genders - can influence the reported mean bonus gap. Including this context helps explain one of the drivers behind this year's mean bonus gap and supports transparency in how our figures are calculated.

Our Current and Future Efforts in Closing the Gap

During the year to 31 March 2025, we continued with a series of initiatives, which will over time positively impact our gender pay gap:

- Sponsoring 'Rise Women in Broadcast'. This allows us to collaborate with others across the industry to devise strategies to improve the representation of women in these roles and to share best practise. This initiative has been one of the key drivers of our progress in reducing our gender pay gap over the last two years.
- Flexible working arrangements.
- Annual review of pay gaps at pay award and continuous monitoring when recruiting.

Declaration

I can confirm that BFBS' gender pay gap report is accurate as at 5 April 2025.

Pamel McMenamin
Director of Finance