

## Introduction

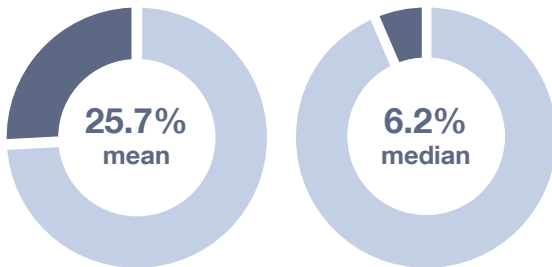
Bowers & Wilkins is world-class manufacturer of loudspeakers and has been based on the South Coast of England for over 50 years. We have a three sites, one being the main manufacturing plant, another a research and development centre and a small office in London.

## Our results

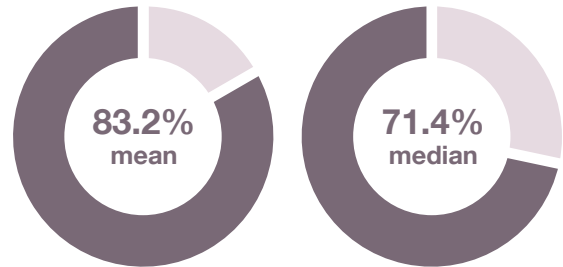
At the snapshot date, 5 April 2017, we had 78% males and 22% females in our employment. We pride ourselves on allowing people to develop and change their career in later life and has allowed us to particularly redress the gender imbalance amongst our technologist and engineers. We ensure we pay fairly and equally across all areas of the business.

Our figures are similar to our peers in manufacturing, these partially highlight that manufacturing and STEM careers have not been the first choice of females when choosing a career path. The biggest problem is our top quartile figures skew the findings as it is where we have legacy seniors within the top level management. The warnings must be that for us those that will follow behind the top level will be male dominated until such times as STEM careers are seen as more appealing option to females.

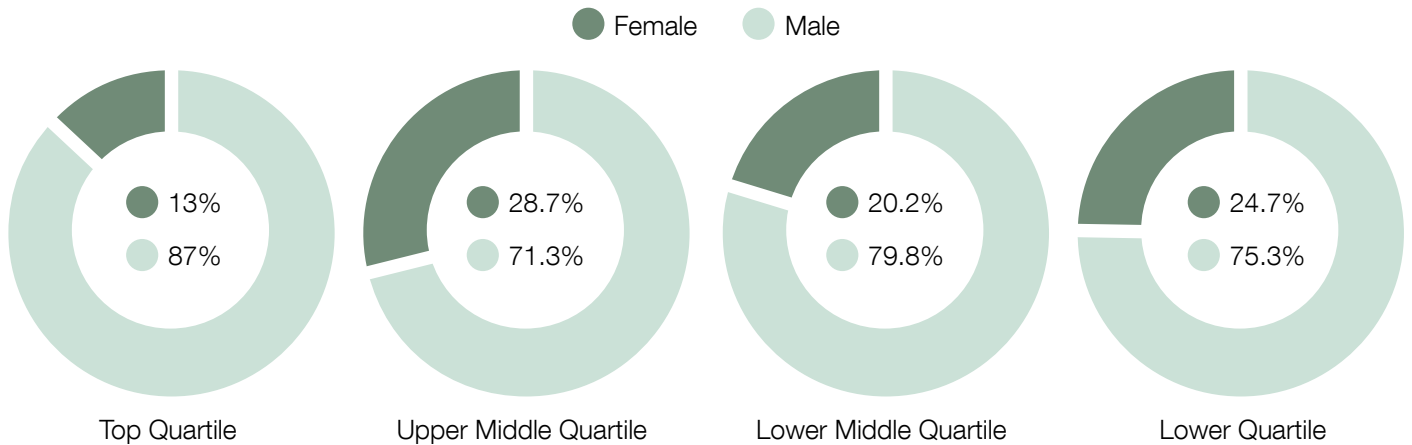
### Gender pay gap in hourly pay



### Gender pay gap in bonus pay



### Distribution of all UK employees across pay quartiles



### Proportion of employees who received bonus

