

GENDER PAY GAP REPORT 2025-2026

The logo consists of two overlapping circles, one light blue and one light green, creating a stylized 'B' shape.

BESPAK

Sarah Edmonds

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Gender Pay Gap as a Mean Average:

Women's hourly rate was 14.6% lower than men's

Gender Pay Gap as a Median Average:

Women's hourly rate was 5% lower than men's – this means they earned 95p for every £1 that men earn when comparing median hourly pay

Bonus Gender Pay Gap as a Mean Average:

Women's average bonus payment was 45.6% lower than men's

Bonus Gender Pay Gap as a Median Average:

Women's median bonus payment was 16.44% lower than men's – this means they earned 84p for every £1 that men earn when comparing median bonus pay

Proportion of Males Receiving a Bonus Payment and Proportion of Females Receiving a Bonus Payment:

88.6% Women | 89.7% Men

Proportion of Males and Females when divided into Quartiles

Quartile	Female	Male
Lower	49%	51%
Lower Middle	36%	64%
Upper Middle	35%	65%
Upper	18%	82%
Overall	34%	66%