

**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 two sites, one being the main manufacturing plant and the another a research and development centre.

**Our results**

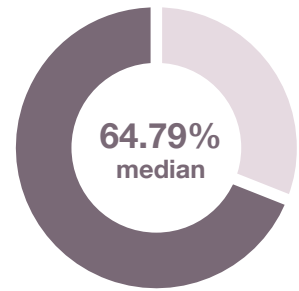
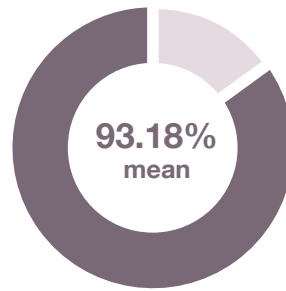
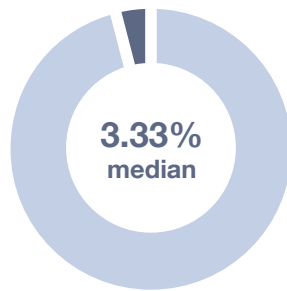
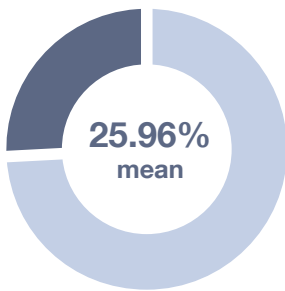
At the snapshot date, 5 April 2018, we had 77% males and 23% females in our employment.

As a business that prides itself on developing people and allowing everyone access to training or to retrain for a new role we hope to redress slowly the gender imbalance amongst the technologist and engineers that are key to the success of our business and by ensuring that our pay structure maintains equity across all business areas.

The business has been through a period of change in the last 18 months which reflects in our figures this year and we believe will be in further evidence in next year's figures. We continue to drive enthusiasm for STEM careers within the local schools and colleges and hope over time to see the gender divide in the manufacturing and engineering sectors level. We remain proud of our commitment to Apprentices and developing the next generation.

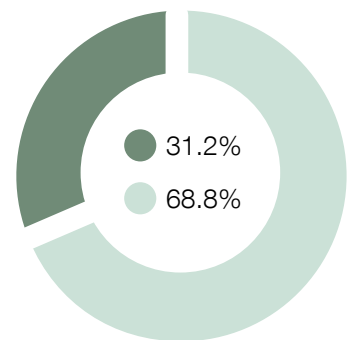
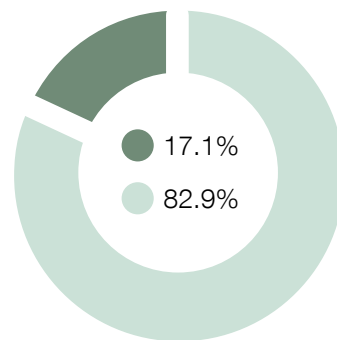
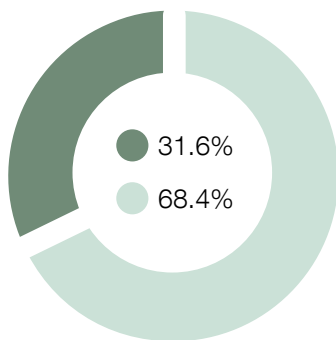
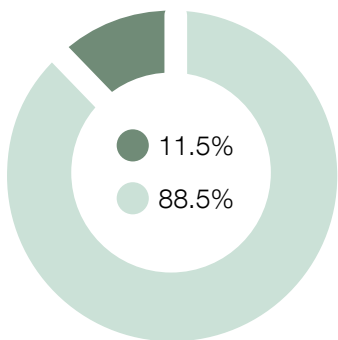
**Gender pay gap in hourly pay**

**Gender pay gap in bonus pay**



**Distribution of all UK employees across pay quartiles**

● Female ● Male



Top Quartile

Upper Middle Quartile

Lower Middle Quartile

Lower Quartile

**Proportion of employees who received bonus**

● Female ● Male

