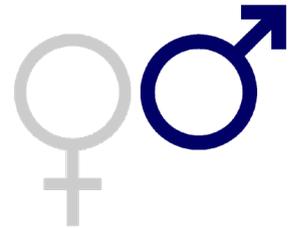


BEAR Scotland



Gender Pay Gap Report 2025

As BEAR Scotland employs more than 250 people it is required by Gender Pay Gap legislation to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.



The data for BEAR Scotland is as follows:

Gender make-up of BEAR Scotland

Female **12%**

Male **88%**

We work in an industry that traditionally struggles to recruit women. In the UK generally, fewer women are entering STEM subjects which has an impact on recruitment.

BEAR Scotland gender pay gap

Mean Pay Gap **8.1%**

Median Pay Gap **7.1%**

BEAR Scotland's gender pay gap compares favourably with that of other organisations, including those within our industry.

It is acknowledged by the ONS (Office for National Statistics Annual Survey of Hours and Earnings) that the mean gender pay gap figure can be skewed due to the distribution of higher and lower earners, and so may not be truly representative of average earnings.

Mean Bonus Pay Gap **-52.6%**

Median Bonus Pay Gap **-53.8%**

The negative result means that female employees receive a higher mean and median bonus. The bonus pay gap at BEAR Scotland is impacted by the different types of bonuses awarded, as well as the distribution of employees within the business. For example, there is a different bonus structure for operatives compared to the Senior Management.

Percentage of employees who receive a bonus

Female

11%

Male

23.3%

The percentage of employees receiving a bonus is impacted by the proportion of female employees within the business. As noted above, BEAR Scotland operates in an industry that generally struggles to recruit women.

Pay Quarter

Lower hourly pay quarter

F **18.4%** M **81.6%**

Upper middle hourly pay quarter

F **9.7%** M **90.3%**

Lower middle hourly pay quarter

F **11.2%** M **88.8%**

Upper hourly pay quartile

F **8.7%** M **91.3%**

As noted above, BEAR Scotland operates in an industry that struggles to recruit women. BEAR Scotland cannot control who wishes to work in our industry but when a woman does choose to work for BEAR Scotland she is not prevented from reaching her full potential.

Summary

BEAR Scotland is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy and maternity, sexual orientation, gender reassignment or disability.

Our gender pay gap figures are favourable, particularly within an industry that struggles to recruit women. BEAR Scotland will continue to support initiatives to encourage women into our industry, and ensure that everyone in our organisation (regardless of background) has the ability to progress and reach their full potential.

We confirm that the gender pay gap information we have published is accurate.

Andy Thompson

Andy Thompson
Managing Director

Date: 4 April 2026



experience that delivers

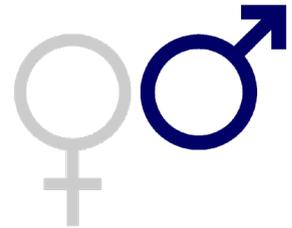


BEAR Scotland



Gender Pay Gap Report 2024

As BEAR Scotland employs more than 250 people it is required by Gender Pay Gap legislation to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.



The data for BEAR Scotland is as follows:

Gender make-up of BEAR Scotland



11.5%



88.5%

We work in an industry that traditionally struggles to recruit women. In the UK generally, fewer women are entering STEM subjects which has an impact on recruitment.

BEAR Scotland gender pay gap

Mean Pay Gap **5.4%**

Median Pay Gap **6.7%**

BEAR Scotland's gender pay gap compares favourably with that of other organisations, including those within our industry.

It is acknowledged by the ONS (Office for National Statistics Annual Survey of Hours and Earnings) that the mean gender pay gap figure can be skewed due to the distribution of higher and lower earners, and so may not be truly representative of average earnings.

Mean Bonus Pay Gap **-128.6%**

Median Bonus Pay Gap **-284.6%**

The negative result means that female employees receive a higher mean and median bonus. The bonus pay gap at BEAR Scotland is impacted by the different types of bonuses awarded, as well as the distribution of employees within the business. For example, there is a different bonus structure for operatives compared to the Senior Management.

Percentage of employees who receive a bonus



17.6%



34.1%

The percentage of employees receiving a bonus is impacted by the proportion of female employees within the business. As noted above, BEAR Scotland operates in an industry that generally struggles to recruit women.

Pay Quarter

Lower hourly pay quarter



17.6%



82.4%

Upper middle hourly pay quarter



9.1%



90.9%

Lower middle hourly pay quarter



10.2%



89.8%

Upper hourly pay quartile



9.1%



90.9%

As noted above, BEAR Scotland operates in an industry that struggles to recruit women. BEAR Scotland cannot control who wishes to work in our industry but when a woman does choose to work for BEAR Scotland she is not prevented from reaching her full potential.

Summary

BEAR Scotland is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy and maternity, sexual orientation, gender reassignment or disability.

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We confirm that the gender pay gap information we have published is accurate.

Iain Murray
Managing Director

Date: 4 April 2025



experience that delivers

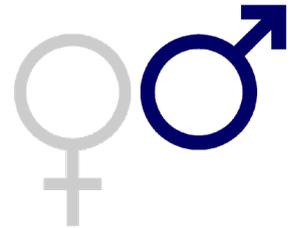


BEAR Scotland



Gender Pay Gap Report 2023

As BEAR Scotland employs more than 250 people it is required by Gender Pay Gap legislation to publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.



The data for BEAR Scotland is as follows:

Gender make-up of BEAR Scotland



11.2%



88.8%

We work in an industry that traditionally struggles to recruit women. In the UK generally, fewer women are entering STEM subjects which has an impact on recruitment.

BEAR Scotland gender pay gap

Mean Pay Gap **2.7%**

Median Pay Gap **-0.1%**

BEAR Scotland's gender pay gap compares favourably with that of other organisations, including those within our industry.

It is acknowledged by the ONS (Office for National Statistics Annual Survey of Hours and Earnings) that the mean gender pay gap figure can be skewed due to the distribution of higher and lower earners, and so may not be truly representative of average earnings.

Mean Bonus Pay Gap **-281.6%**

Median Bonus Pay Gap **-201.8%**

The negative result means that female employees receive a higher mean and median bonus. The bonus pay gap at BEAR Scotland is impacted by the different types of bonuses awarded, as well as the distribution of employees within the business. For example, there is a different bonus structure for operatives compared to the Senior Management.

Percentage of employees who receive a bonus



12.8%



27.2%

The percentage of employees receiving a bonus is impacted by the proportion of female employees within the business. As noted above, BEAR Scotland operates in an industry that generally struggles to recruit women.

Pay Quarter

Lower hourly pay quarter



12.9%



87.1%

Upper middle hourly pay quarter



11.9%



88.1%

Lower middle hourly pay quarter



9.5%



90.5%

Upper hourly pay quartile



10.4%



89.6%

As noted above, BEAR Scotland operates in an industry that struggles to recruit women. BEAR Scotland cannot control who wishes to work in our industry but when a woman does choose to work for BEAR Scotland she is not prevented from reaching her full potential.

Summary

BEAR Scotland is committed to the principle of equal opportunities and equal treatment for all employees regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy and maternity, sexual orientation, gender reassignment or disability.

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We confirm that the gender pay gap information we have published is accurate.

Iain Murray
Managing Director

Date: 4 April 2024



experience that delivers

