



BWSC



Burmeister & Wain
Scandinavian Contractor A/S

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CVR 87929116

2025

UK Gender Pay Gap Report

UK Gender Pay Gap Report 2025

This report marks the second year of our commitment to transparency and accountability in addressing the gender pay gap within our UK organization. As part of the UK Government's mandated gender pay gap reporting framework, we continue to gather and analyse data to monitor our progress, identify areas for improvement, and ensure that gender equality remains a priority within our workplace.

About this report

Over the past year, we have worked hard to enhance our efforts to create an inclusive and diverse environment where all employees are empowered to succeed, regardless of gender. While this report highlights some progress in closing the gender pay gap, it also underscores the significant work still needed to achieve full equity.

This report presents our 2024 gender pay gap, contextualizes the data, and highlights the actions we are taking to drive meaningful progress. We are committed to continuing this journey, and we will remain focused on building an equitable work environment for all.

Company Overview

Part of the Danish-owned company BWSC, BWSC Generation Services UK is a leading Operations and Maintenance Contractor for boiler-based biomass and waste plants across the UK. Since starting with one plant in Port Talbot, Wales, in 2008, the company has grown to operate 12 plants spanning the length and breadth of the UK. Trustworthiness, credibility, and integrity are at the core of our culture and the way we do business. Our vision is to build a world of renewable energy through our 'Ever better energy' strategy, which focuses on the following three internal drivers for growth:"

Competent team

- Development
- Engagement
- Clear priorities
- Retention

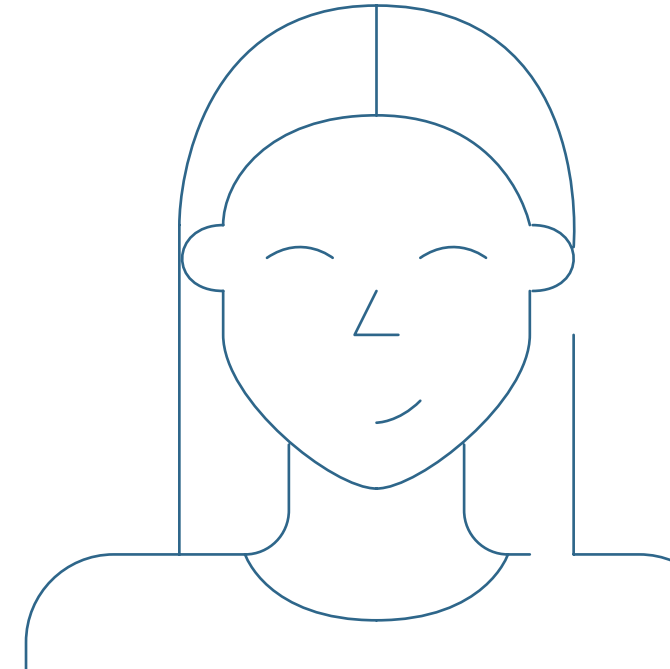
Improved safety

- Awareness
- Training
- Speak up culture
- Responsibility

Less manual work

- Processes
- Collaboration
- Digitalisation
- Transparency

We have decided to report on all 3 of our UK based subsidiaries in this report in order for us to gain as clear a picture as we can on our gender pay gap across our UK businesses.

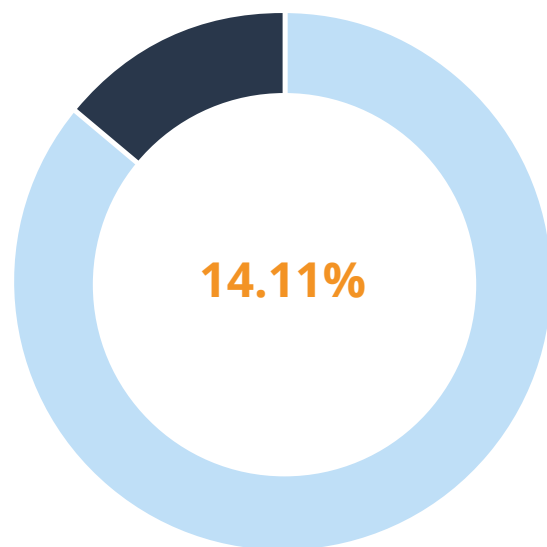


2024 Key Findings

For 2024, our gender pay gap data covers 346 employees* which comprises 325 men and 21 women.

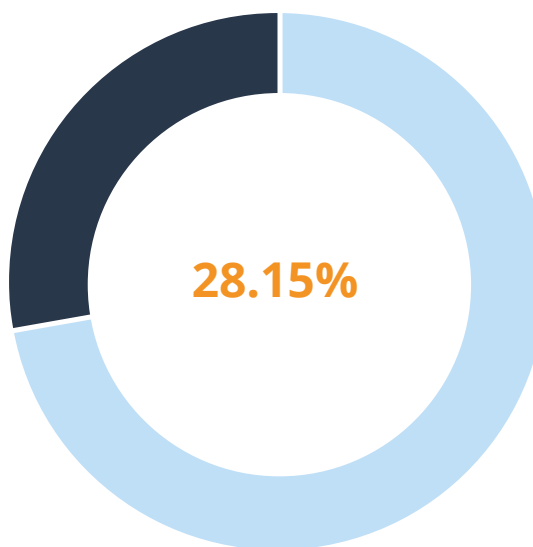
The Mean Gender Pay Gap is calculated by comparing the average hourly earnings of male and female employees across the UK organisation, including both full-time and part-time employees. This year, the mean gender pay gap stands at 14.11%, compared to 29.71% in the previous year. This means that when comparing average hourly pay, the difference between women's mean hourly pay and men's mean hourly pay has reduced to 14.11%, a reduction of over 15% compared to 2023. The median gender pay gap illustrates the difference between the middle values of male and female pay, providing a clearer view of the situation for those at the centre of the pay scale. This year, our median gender pay gap is 28.15%, which means that for every £1 that men earn, women earn 72p. This is a drop of 2pence compared to last years' median pay gap of 26.25% showing there is still work to do.

Mean gender pay gap

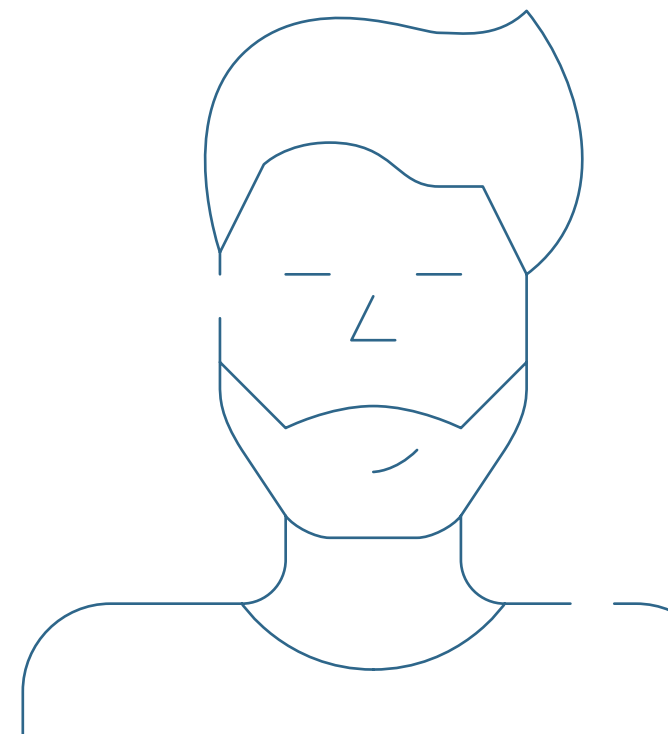


■ % of male employees ■ % of female employees

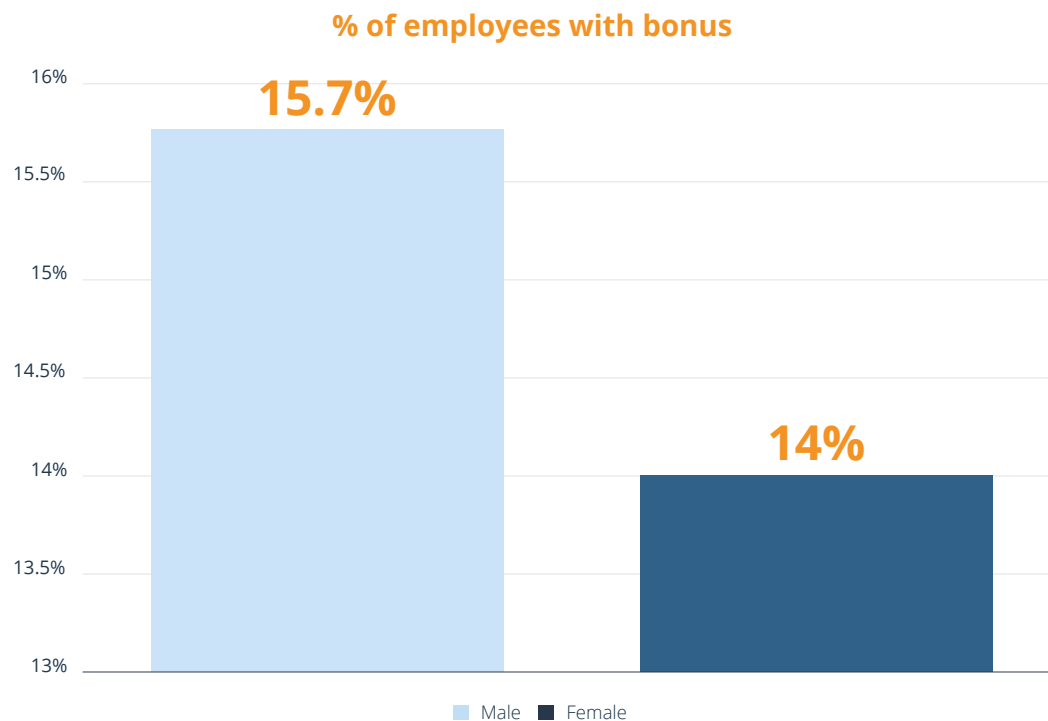
Median gender pay gap



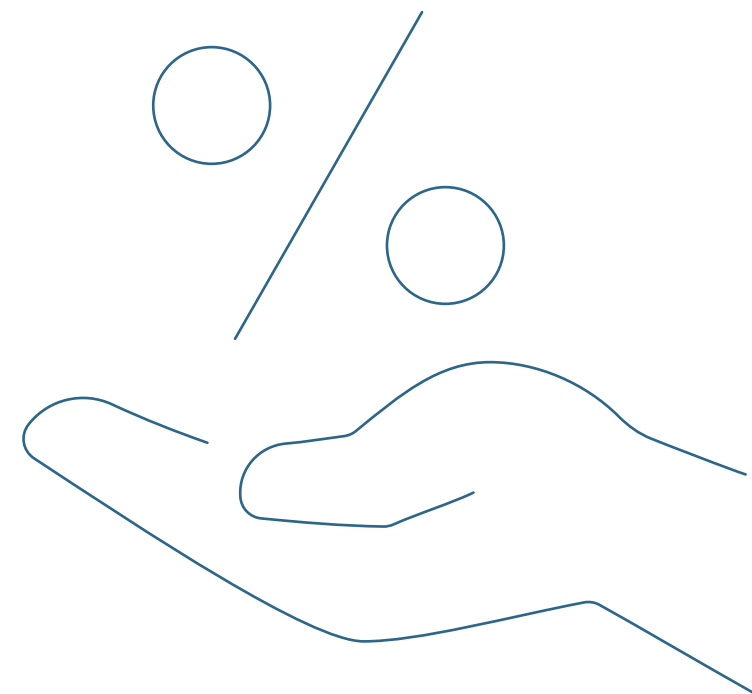
■ % of male employees ■ % of female employees



The narrowing of the mean gender pay gap indicates progress, especially as it suggests that roles with a higher pay are distributed more equally between genders. However, the median gap may reveal that women are still underrepresented in higher-paying roles at the mid-to-senior levels. The gender pay gap for bonuses shows a negative mean gap of 10.07%, meaning that, on average, female employees received higher bonuses than their male counterparts in 2024. This is an unusual result compared to the broader trends seen across our industry, and in fact compared to our 2023 figure (16.06%) where men often received higher bonuses. The median bonus pay gap for 2024 also shows an outcome of 0% therefore suggesting that in 2024 for every £1 men earnt, women also earnt the same.



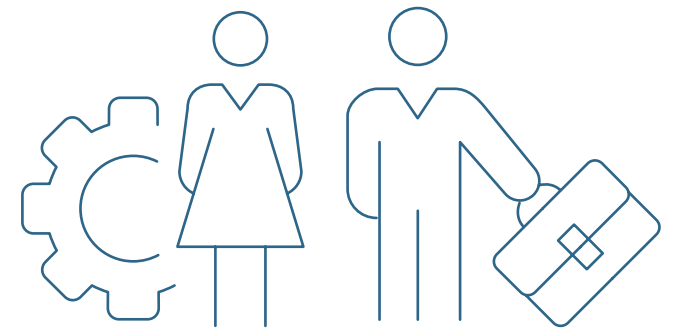
These unusual results may be reflective of the far lower numbers of both men and women that were paid a bonus in 2024 across the UK business compared to 2023, with it being only 14% of women and 15.7% of men.



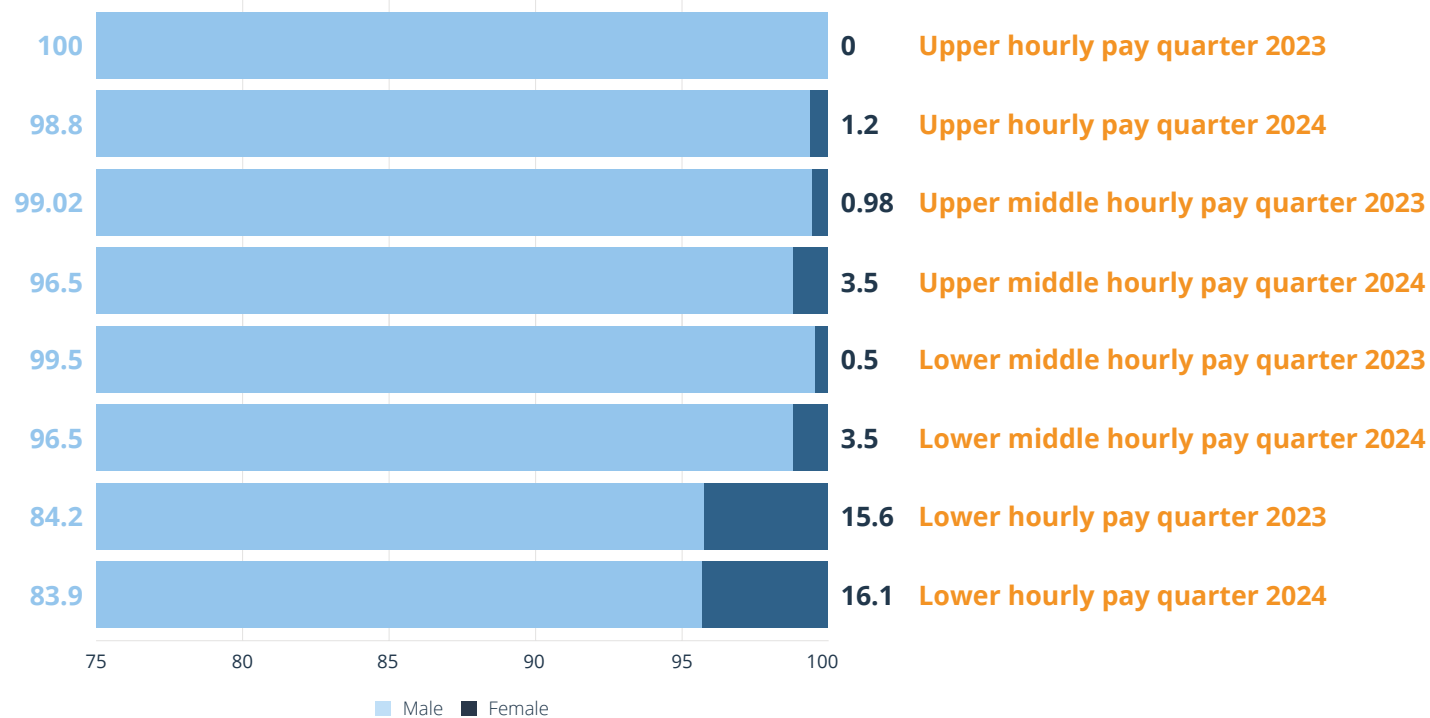
The final data in our gender pay gap reporting examines the percentage of women in each hourly pay quarter. This is calculated by sorting all relevant employees* from highest to lowest pay, splitting these into the following 4 equal groups and then calculating the percentage of men and women in each group:

- Upper hourly pay quarter
- Upper middle hourly pay quarter
- Lower middle hourly pay quarter
- Lower hourly pay quarter

It is evident from the bar graph below that we have made improvements in this area with more women being represented in the upper hourly, upper middle and lower middle hourly pay quarters compared to our 2023 data.



Employee breakown by quartile



While our organization has made progress in improving gender diversity across most positions, except at the lower hourly pay level, the disparity at senior levels highlights the need for more targeted efforts to achieve gender equality in leadership roles.

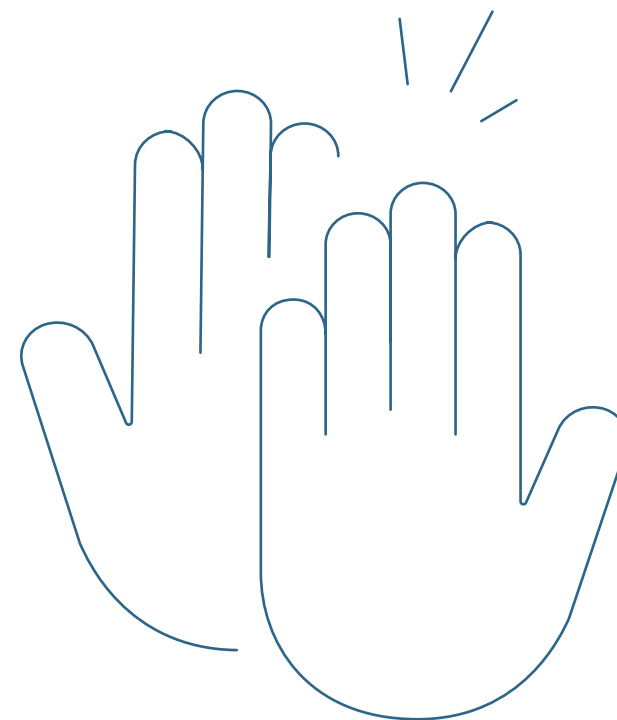
*that meet the relevant employee criteria as defined by the UK Government guidance for reporting

Our Position

The gender pay gap within the UK's energy sector varies significantly among companies, influenced by factors such as workforce composition, representation in senior roles, and the nature of specific positions.

An analysis by Pinsent Masons in 2024** indicated that women working for large energy companies are paid approximately 14.8% less per hour than men aligning with the national average across various sectors. This year we have made great strides forward with our mean gender pay gap nevertheless, our median gender pay gap is still significantly higher than the industry average of 14.8%. However, with a substantially smaller number of employees compared to the large energy companies, it is not surprising that our median gender pay gap is higher as we have a smaller base

across which to make our comparisons; just 1 or 2 employees either way can have a larger impact on our percentage figure. These variations underscore the complexity of addressing the gender pay gap in the energy industry. Contributing factors include the scarcity of women in STEM fields***, underrepresentation in high-paying technical and leadership roles*, and broader industry-specific dynamics. Our UK business predominantly relies on engineering skills, but with only around 15% of engineering graduates being female***, our female talent pool is very small.



*that meet the relevant employee criteria as defined by the UK Government guidance for reporting

** UK energy sector gender pay gap report allows firms to reflect and improve

*** Women in Technology | The STEM Education Gender Gap - Women in Technology



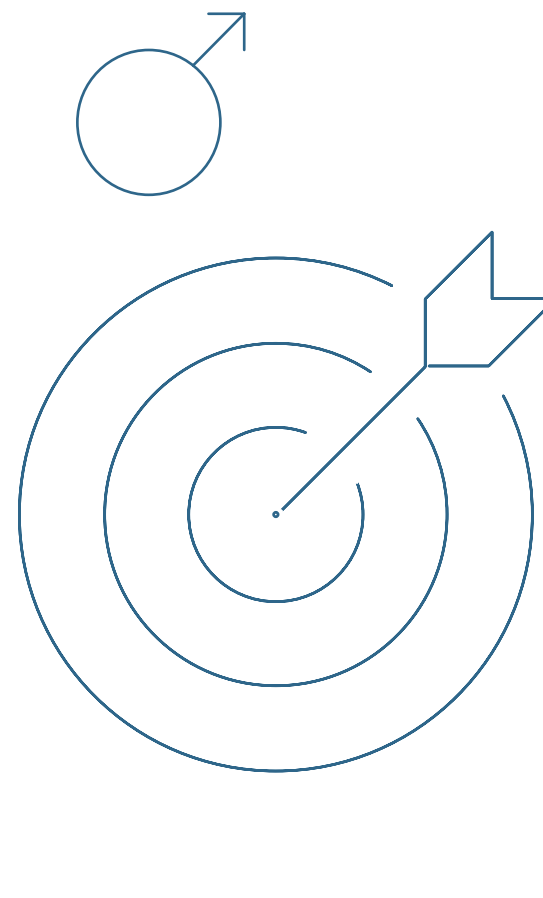
Looking Forward

While we have made some progress in addressing the gender pay gap, we acknowledge that there is still work to be done to ensure that all employees, regardless of gender, have equal opportunities for advancement, compensation, and recognition.

The following next steps outline our commitment to creating a more inclusive, equitable workplace:

- Focus on recruiting more Apprentices
- Embedding a '1 BWSC' ethos across the Company
- Setting up mentoring programmes for our female employees, particularly those working in the operations
- Continuing to build a more inclusive reward package

The report underscores that, while progress has been made in addressing the gender pay gap within our organization, significant work remains. We are dedicated to closing the gap and ensuring equal pay for all employees, regardless of gender. By implementing targeted actions and setting measurable goals, we aim to build a more equitable and inclusive workplace for everyone.





BWSC
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Ever better energy