



# UK Gender Pay Gap Report 2026

BWSC



**Burmeister & Wain  
Scandinavian Contractor A/S**

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CVR 87929116

# UK Gender Pay Gap Report 2026

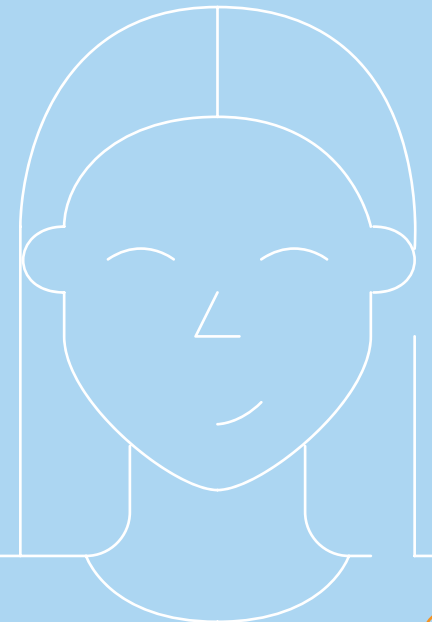
This report marks the third year of our commitment to transparency and accountability in addressing the gender pay gap across our UK organisation. In line with the UK Government's gender pay gap reporting requirements, we continue to analyse our data to understand trends, measure progress, and identify areas where further action is needed.

Over the past year, we have remained focused on fostering a more inclusive and diverse workplace. While 2024 showed encouraging progress in reducing our mean gender pay gap, our 2025 data (taken on the statutory snapshot date of 5th April 2025) highlights some ongoing challenges, particularly in relation to workforce composition and representation at higher pay levels.

## 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 operations in Port Talbot, Wales in 2008, the company has grown to operate 12 plants across the UK.

We continue to report on all three of our UK-based subsidiaries to provide the most accurate and transparent picture of our gender pay gap across the business.



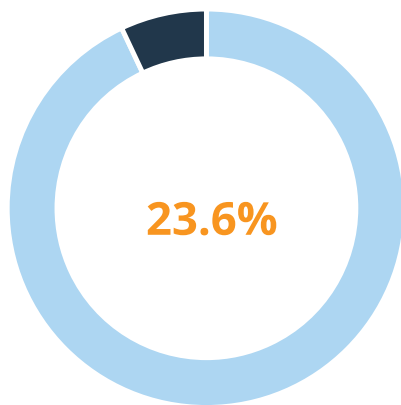
# 2025 Key Findings

For 2025, our gender pay gap data covers a workforce that remains predominantly male, reflecting the wider energy and engineering sector. Women make up 7.47% of the workforce, with men comprising 92.53%, highlighting the ongoing gender imbalance within the organisation.

The mean gender pay gap has increased compared to 2024 from 14.11% to 23.60%, indicating that average earnings between men and women have diverged over the past year. This shift may reflect changes in workforce composition, including the distribution of roles and seniority levels.

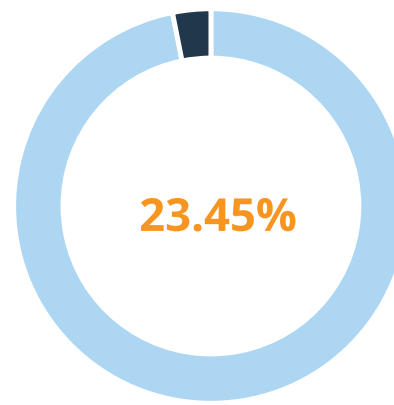
Encouragingly, the median gender pay gap has improved, decreasing from 28.15% to 23.45%. This means that for every £1 that a male employee earns, women earn 76.55 pence. Although this suggests some progress in pay equality for employees in mid-range roles, a significant gap still remains.

## Mean gender pay gap

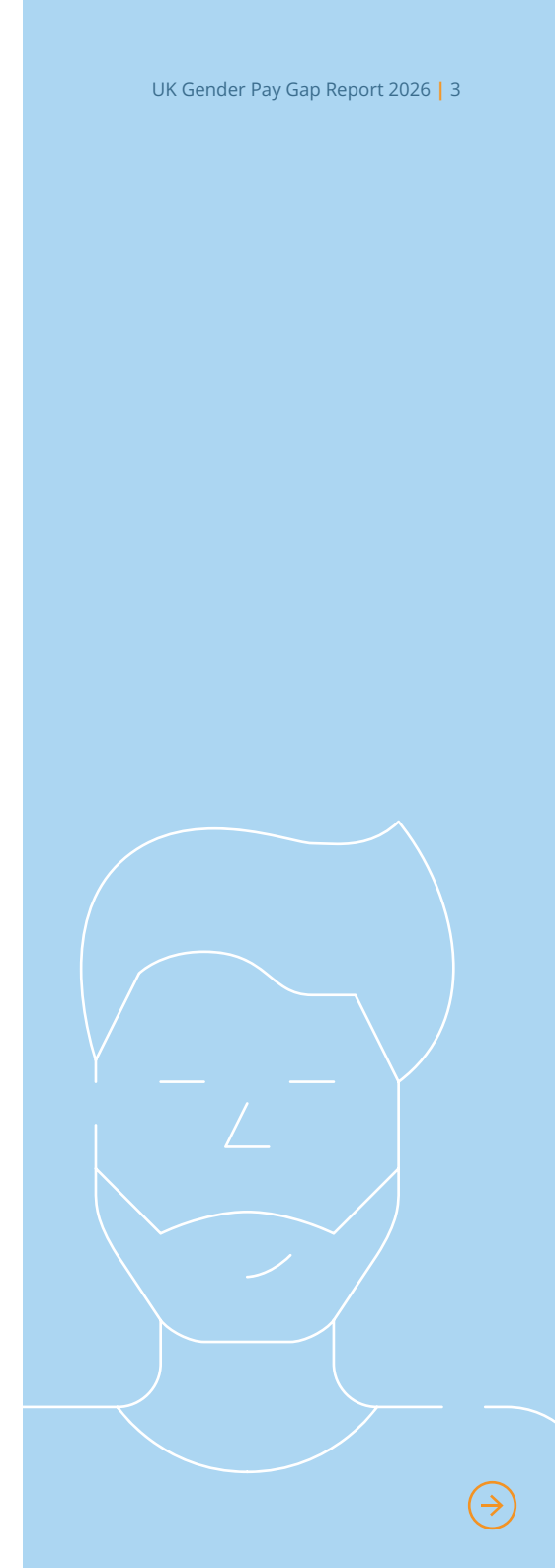


■ % of male employees ■ % of female employees

## Median gender pay gap



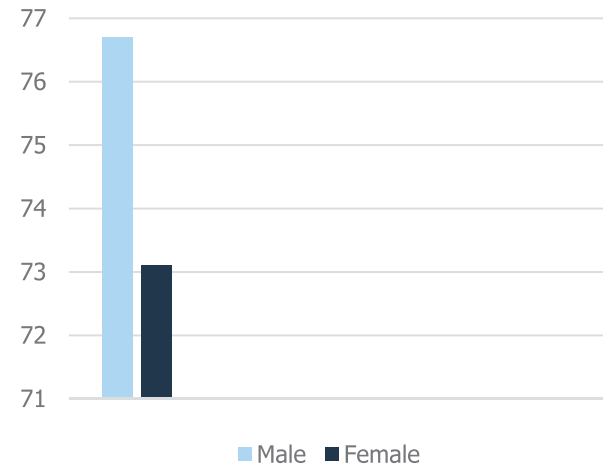
■ % of male employees ■ % of female employees



In 2024, bonus data showed an atypical trend, with women receiving higher bonuses on average. In 2025, this has normalised, with a modest gap of 7% now favouring male employees and a median bonus gap favouring male employees of 4%.

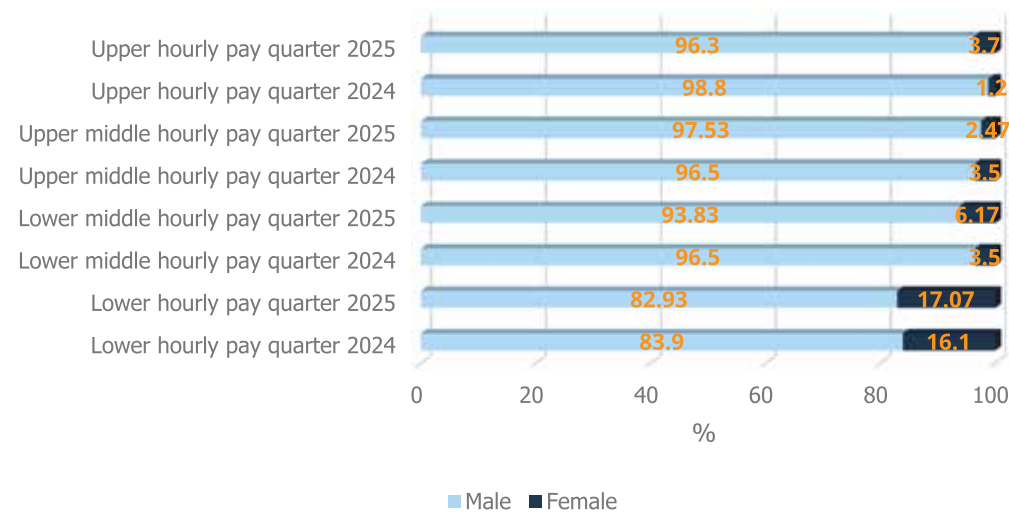
There has been a significant increase in the proportion of employees receiving bonuses across both genders, with participation rates now broadly aligned with 76.7% of men and 73.1% of women receiving a bonus.

### % of employees with bonus



Finally, the distribution of employees across pay quartiles continues to highlight the structural imbalance within the organisation between men and women. While 2024 showed some improvement in female representation across several quartiles, the 2025 data, although also highlights some improvements, indicates that women still remain significantly underrepresented across all pay levels, particularly in higher-paying roles.

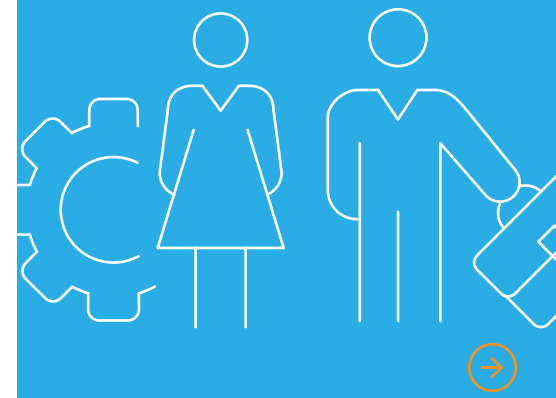
### Employee breakdown by quartile



## Our Current Status

The gender pay gap within the UK energy sector continues to be influenced by a number of structural factors, including the underrepresentation of women in engineering and technical roles, and in senior leadership positions.

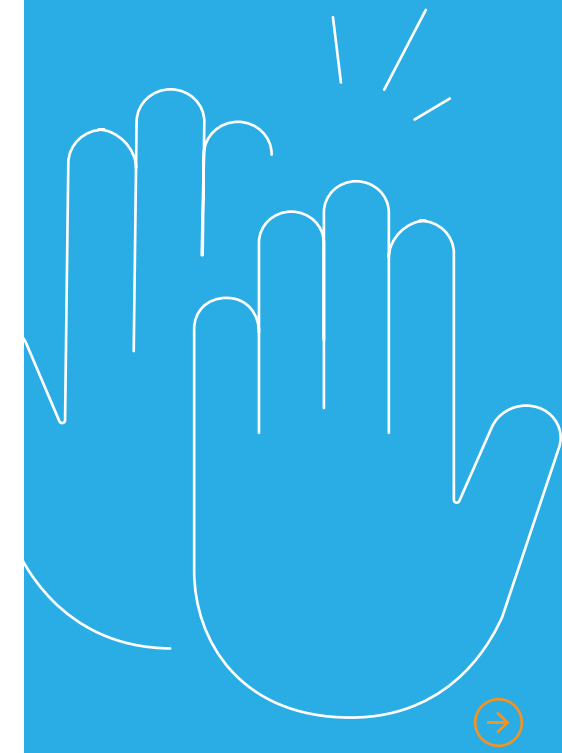
While our median gap has improved, the increase in the mean gap and the persistent imbalance across pay quartiles demonstrate that our overall progress is not yet consistent. As a relatively small organisation, even minor changes in workforce composition can have a significant impact on reported figures.



# Actions and Commitments

We recognise that meaningful, sustained progress requires targeted and practical action. Building on our 2024 commitments, we are taking further steps to improve gender diversity and support female employees across the organisation:

- **Expanding our apprenticeship programmes** to attract more women into engineering and operational roles, helping to build a more balanced future talent pipeline
- **Enhancing our family-friendly policies**, including increasing maternity pay to **six months at full pay**, supporting retention and career progression for women and attracting more women to work for us
- **Continuing employer pension contributions during statutory maternity pay**, ensuring employees are not financially disadvantaged during maternity leave
- **Maintaining our focus on inclusive recruitment and development practices**, alongside ongoing efforts to build a supportive and equitable workplace culture



# The Future

While we have seen improvements in some areas, the 2025 data reinforces that there is still significant work to do. Increasing female representation, particularly in higher-paying and technical roles remains central to reducing our gender pay gap.

We remain committed to taking meaningful action, monitoring our progress, and creating an environment where all employees have equal opportunity to succeed, regardless of gender.

Our focus remains on building a more inclusive, balanced, and equitable organisation for the future.

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**The data contained within this report is accurate and calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**

**Dinna Sondergaard, HR Director, BWSC A/S.**



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