

# Gender pay gap report 2021



**BMI**

BMI presents BMI Group Manufacturing UK Ltd's Annual Gender Pay Gap report, as part of the government's Equality Act 2010 and the company's commitment to transparency and equality in the workplace.

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# Introducing our company

BMI Group Manufacturing UK Ltd is part of BMI Group, one of the largest manufacturers of flat and pitched roofing and waterproofing solutions throughout Europe, with a significant presence in parts of Asia and Africa..

With a long and proud UK manufacturing heritage in roofing, BMI Group Manufacturing UK Ltd produces and supplies a comprehensive range of concrete, clay, metal and reconstituted slate tiles, reinforced bitumen membranes, single-ply systems and liquid waterproofing solutions - as well as an extensive collection of fittings, components and building membranes.



## GENDER PAY STATISTICS

The employee demographic covered by the 2021 Gender Pay Gap are as follows :

	Male	Female
All	419	27
% Population	94%	6%

The tables below show the mean and median hourly pay gap in BMI Group Manufacturing Ltd as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women at Monier Redland Limited in the preceding year, i.e. for the 2020 performance year, and the percentages of men and of women receiving bonuses.

The large variance between 2021 data and prior years is largely a result of changes to our legal entity structure during the year. Monier Redland Ltd was renamed as BMI Group Manufacturing UK Limited in 2021 and is now a manufacturing entity.

Measure	2021	2020	2019	2018
Hourly Pay Gap - Mean	-0.8%	8.8%	2.9%	8.6%
Hourly Pay Gap - Median	-43.3%	8.07%	-4.2%	8.8%
Proportion of Men Receiving Bonus	68.4%	10.03%	8.2%	8.0%
Proportion of Women Receiving Bonus	59.25%	5.26%	-10.8%	-5.4%
Bonus Pay Gap - Mean	-5.6%	83%	84%	76%
Bonus Pay Gap - Median	11.1%	94%	89%	81%



## COMMENTARY

Gender pay gap is defined as the difference in average earnings of men and women, regardless of their role or seniority. It differs from equal pay, which is the right for men and women to be paid at the same rate of pay for work that is of equivalent value.

We are confident that men and women are paid equally for doing equivalent roles at BMI.

As with many other companies in this sector, our gender pay gap is affected by the high proportion of men in our business particularly in manufacturing roles. This reflects the gender balance of the sector at large.

Our focus internally over the coming years is to ensure that female employees are given equitable access to development and promotion opportunities by reviewing our talent management frameworks and processes, and removing bias where it exists.

Externally, when recruiting we take a 'comply or explain' approach to having gender-balanced candidate shortlists for salaried positions and we ensure that all female candidates are interviewed by at least one woman during their interview process.

To support these policies and initiatives we have recently embarked on a large scale unconscious bias awareness programme. We believe that helping managers to understand unconscious bias is foundational to the future success of all diversity and inclusion endeavours..

The leadership team also works in partnership with our employee-founded, leadership-sponsored Diversity & Inclusion Taskforce to understand, for the employee perspective, our barriers to achieving greater gender diversity and to put plans in place to overcome them.

We believe that our future success is dependent on attracting and developing diverse talent and enabling it to thrive in an inclusive environment. Achieving this will be one of our top business priorities in the years ahead.



**Hannah Lisby**

HR Director BMI UK & Ireland





**BMI Group Manufacturing UK Ltd**

BMI House  
2 Pitfield  
Kiln Farm  
Milton Keynes  
MK11 3LW

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BMI UK & Ireland is part of the world's largest roofing and waterproofing manufacturer. A global business specialising in building materials for today's and tomorrow's needs. BMI is a new name, backed-up with over 180 years of experience and knowledge. Bringing together the roofing expertise of industry leading Icopal and Redland and their experience in the specification, manufacture and supply of flat and pitched roofing solutions. United to deliver excellence for our customers.