

## Introduction

Bowers & Wilkins is world-class manufacturer of audio products. We have two sites in South East England, a manufacturing operation in Worthing and a R&D and engineering facility in Southwater, Horsham.

## Our results

Our headcount has reduced significantly from 420 to 323 over the year.

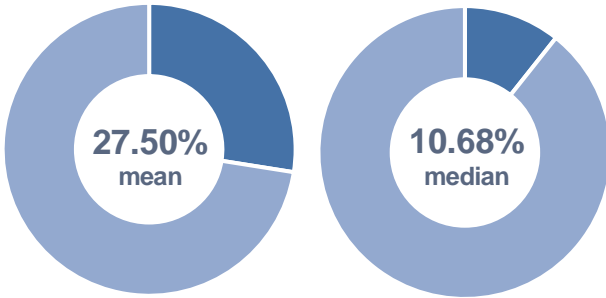
We are a business that prides itself on good recruitment practice and developing our employees by providing access to training and development.

Our gender split overall remains relatively unchanged at 80% male and 20% female.

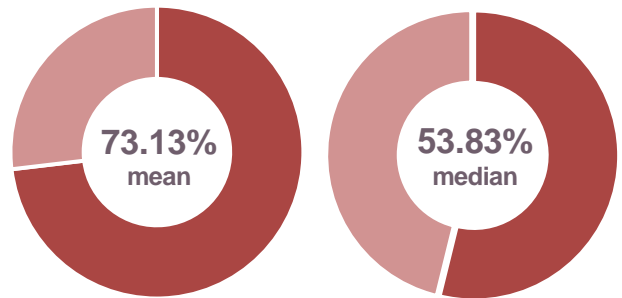
Our gender splits across the four pay quartiles are largely unchanged.

Less employees received bonuses in 2023. The gender pay gap in bonus pay has increased. The percentage of bonus recipients male and female were largely the same.

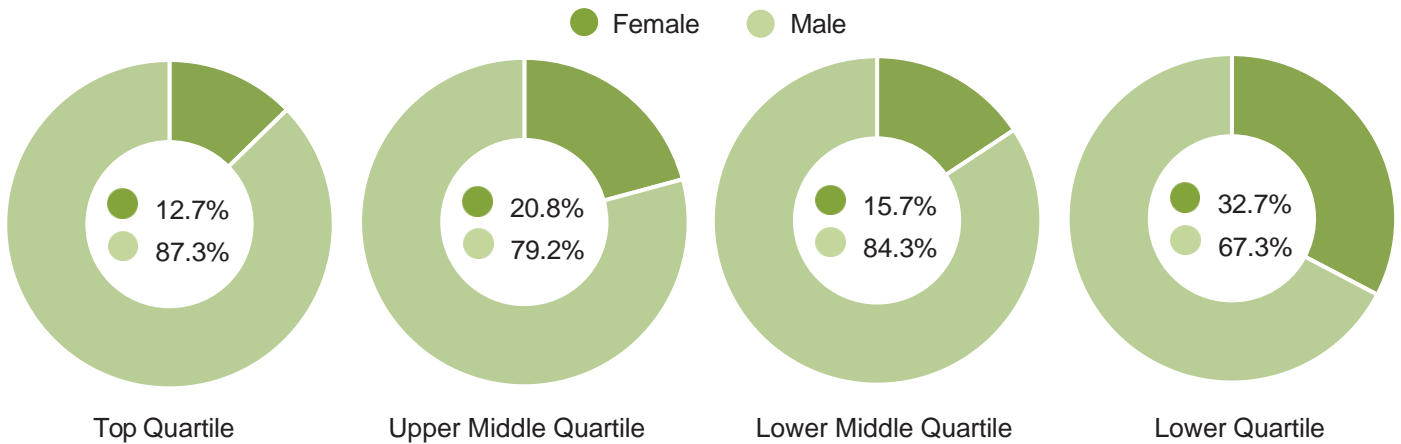
**Gender pay gap in hourly pay**



**Gender pay gap in bonus pay**



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



**Proportion of employees who received bonus**

