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REPORT

GENDER PAY GAP

2025

WHAT IS THE **GENDER PAY GAP?**

The gender pay gap is an equality measure of the difference in average earnings between women and men.

Following the introduction of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish Gender Pay Gap information on their website.

One legal entity within the Briggs Group of Companies falls within the scope of the regulations, and that is Briggs Marine Contractors Limited, and its pay gap information is set out below.

The information is based on the snapshot date of 5th April 2025, at which point, the company employed 474 male employees and 63 female employees.

PAY AND BONUS GAP

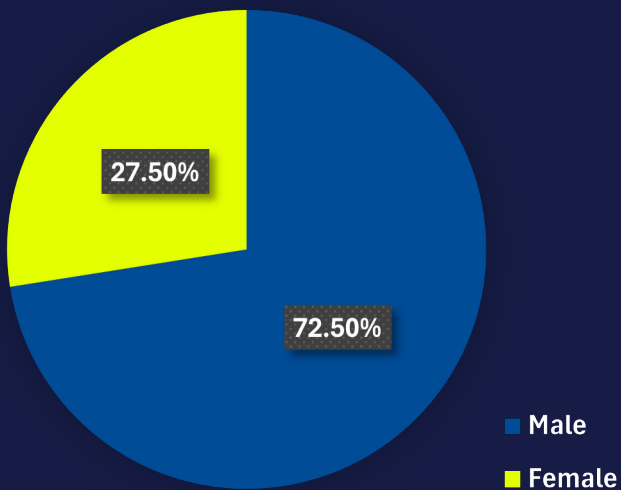
- We are confident that men and women are paid equally for doing equivalent roles within the company
- 29.5% of Male employees received Bonus
- 25.4% of Female employees received Bonus
- Our Equality & Diversity Policy is focused on giving equal opportunities to all employees

PAY & BONUS GAP		
	Mean	Median
Hourly Pay	17.4%	23.6%
Bonus	51.6%	12.9%

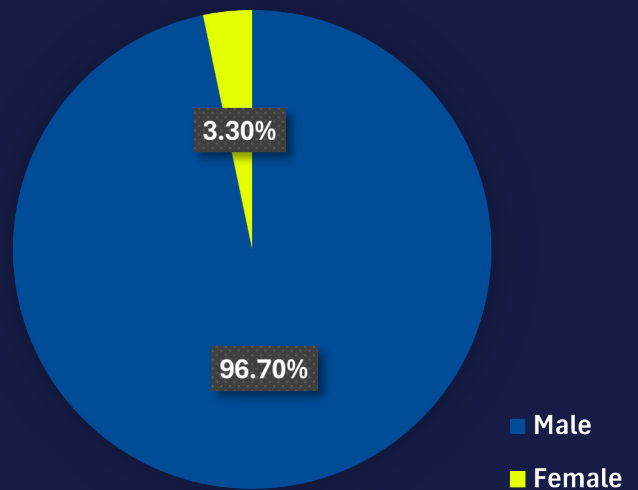
GENDER PAY GAP

PAY QUANTILES

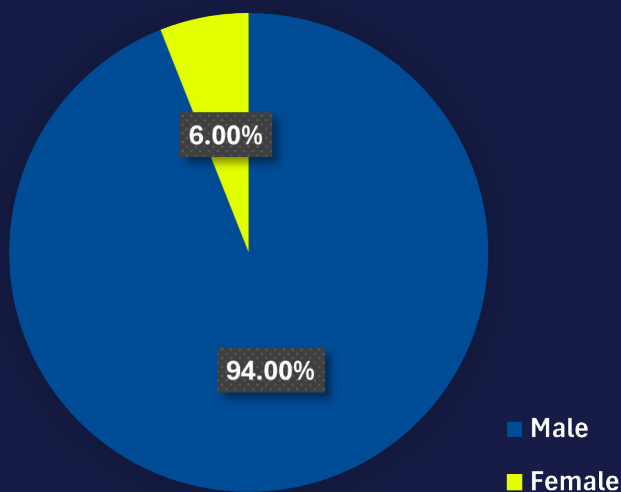
Lower Quartile



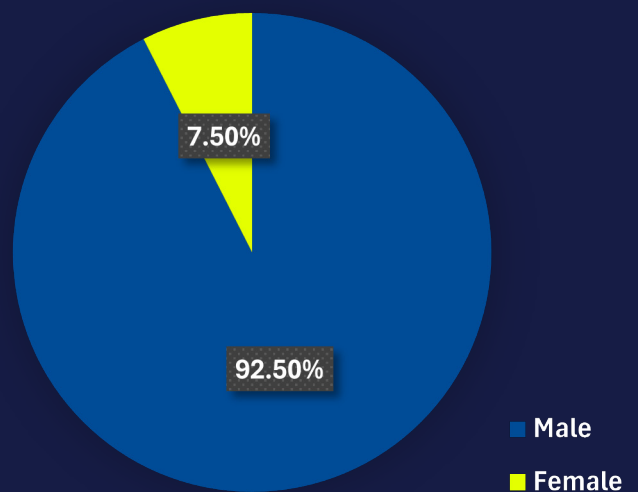
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



GENDER PAY GAP

HOW WE FOCUS ON IT

Briggs recognises the benefits of a diverse, equal and inclusive workforce throughout the business.

We encourage flexible working, and our approach to equal pay helps us to recruit and retain both male and female employees.