

INW Bee Health Gender Pay Gap Report 2025

1. Introduction

This report outlines the gender pay gap data for INW Bee Health for the snapshot date of 1st April 2025. We are committed to promoting diversity, equality, and inclusion across all levels of the organization. As part of this commitment, we continue to monitor our gender pay gap and take steps to address any imbalances.

2. Overview

- Total Employees: 296
 - Relevant Employees for Reporting: 296
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3. Gender Pay Gap Metrics

The figures below represent the difference between the average earnings of men and women in our company, expressed as a percentage of men's earnings.

Mean and Median Pay Gap

Metric	Percentage
Mean Gender Pay Gap	[11.05%]
Median Gender Pay Gap	[5.88%]

4. Bonus Pay Gap

Metric	Percentage
Mean Bonus Pay Gap	[67.93%]
Median Bonus Pay Gap	[47.39%]

5. Proportion of Employees Receiving Bonus Pay

Gender Percentage Receiving Bonus

Male	[2.99%]
Female	[3.16%]

6. Pay Quartiles

The proportion of males and females in each pay quartile:

Quartile	% Male	% Female
Upper Quartile	[72.97%]	[27.03%]
Upper Middle Quartile	[74.32%]	[25.68 %]
Lower Middle Quartile	[72.97 %]	[27.03 %]

Quartile	% Male	% Female
Lower Quartile	[51.35 %]	[48.65%]

7. Commentary

The mean gender pay gap increased to 11.05% from 9.16% in 2024. The company directors are currently all men which carry larger salaries, which has an adverse effect on the pay gap too. We recognize there is more work to do and are striving to reduce the gender pay gap in the future. Our recruitment and internal development processes align with equality of opportunity for all.

8. Action Plan

- Continuous focus on unconscious bias training for hiring managers, further recruitment training planned for 2026
 - Continuous career development initiatives for all staff
 - Introduced monthly career focussed discussions with staff
 - All hourly paid employees (71% of workforce) are remunerated via a pay grading matrix that ensures level pay based on skill
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9. Declaration

I confirm that the data reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Andrew Purvis
Managing Director

Date: 1st April 2026