

BNL Sciences Ltd

Gender Pay Gap 2026

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Introduction

At **BNL Sciences Ltd** we are committed to fostering an inclusive, diverse and equitable workplace where all employees have the opportunity to succeed and realise their full potential. We believe that a diverse workforce strengthens our organisation by bringing different perspectives, experiences and ideas that contribute to innovation, collaboration and business success.

This report presents our Gender Pay Gap results for the reporting period from 1 July 2025 to 30 June 2026, based on the snapshot date of 30 June 2026. Gender Pay Gap reporting provides an important opportunity to examine the distribution of male and female employees across our organisation and to better understand any differences in average pay and reward outcomes.

A Gender Pay Gap is distinct from equal pay. It measures the difference in the average earnings of men and women across an organisation, regardless of role, while equal pay relates to men and women receiving equal pay for performing the same or similar work.

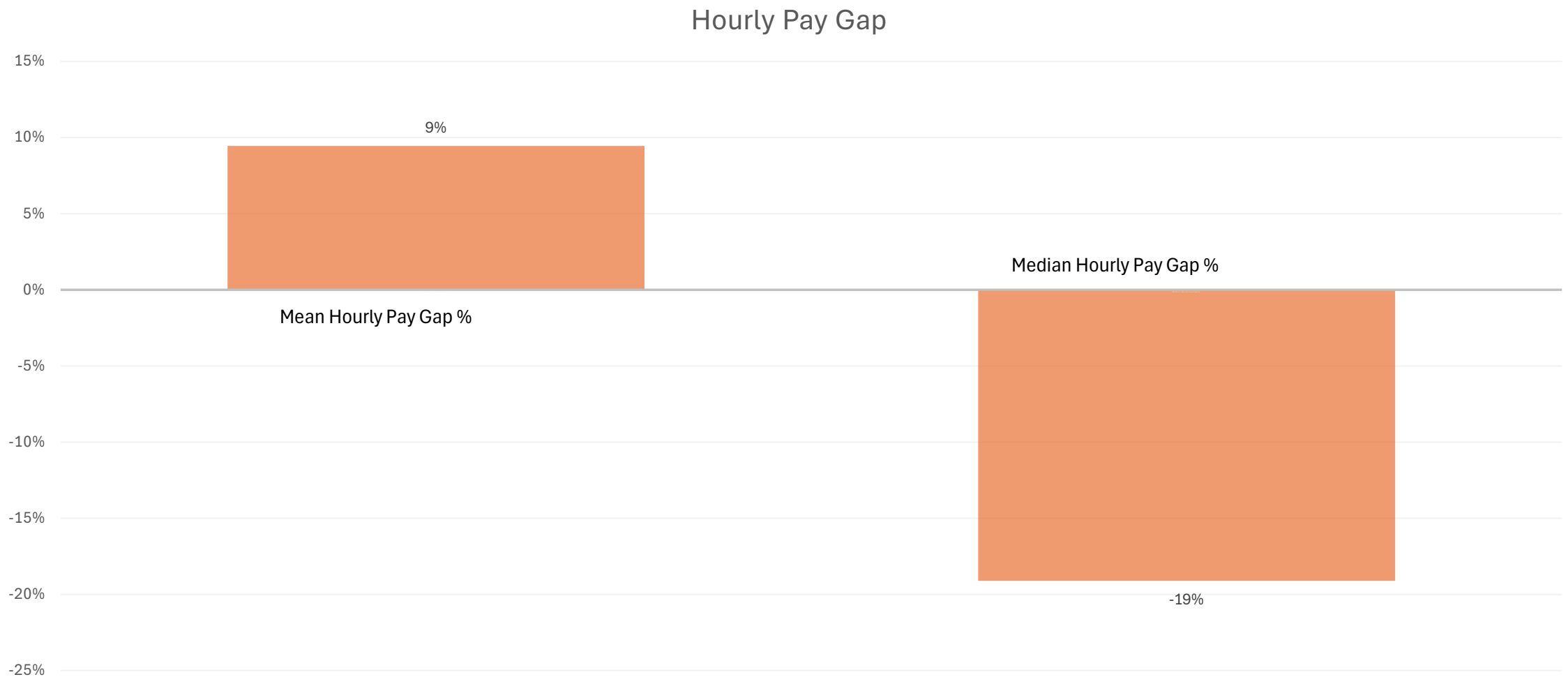
This report outlines our Gender Pay Gap results, provides context around the factors influencing those results, and sets out the actions we are taking to support gender balance and equality of opportunity across our workforce. We remain committed to ensuring that all employment decisions, including recruitment, development, promotion and reward, are based on objective criteria, skills, experience and performance.

Gender Pay Gap Report 2026

Snapshot Date: 30 June 2026

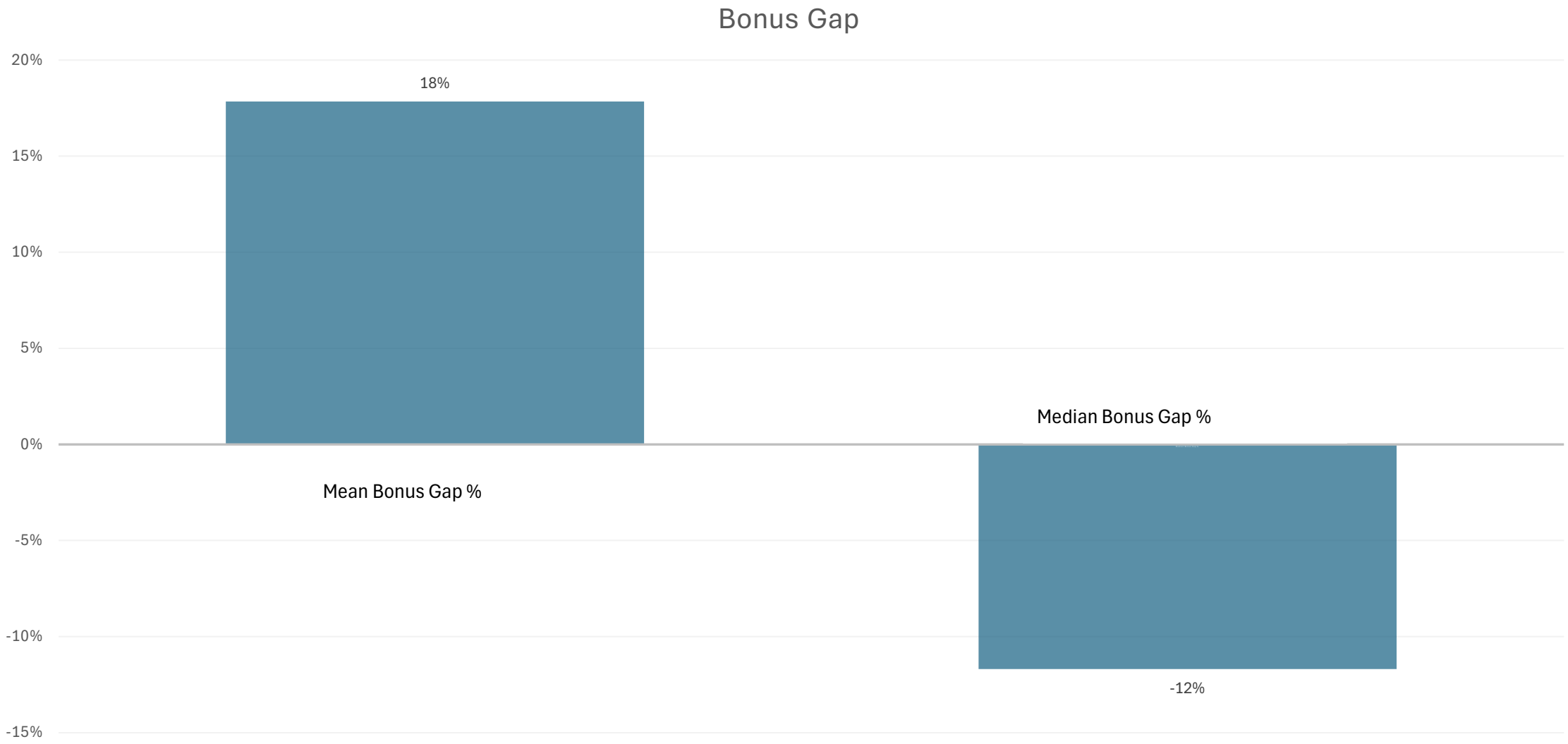
Reporting Period: 1 July 2025 to 30 June 2026

Gender Pay Gap Results



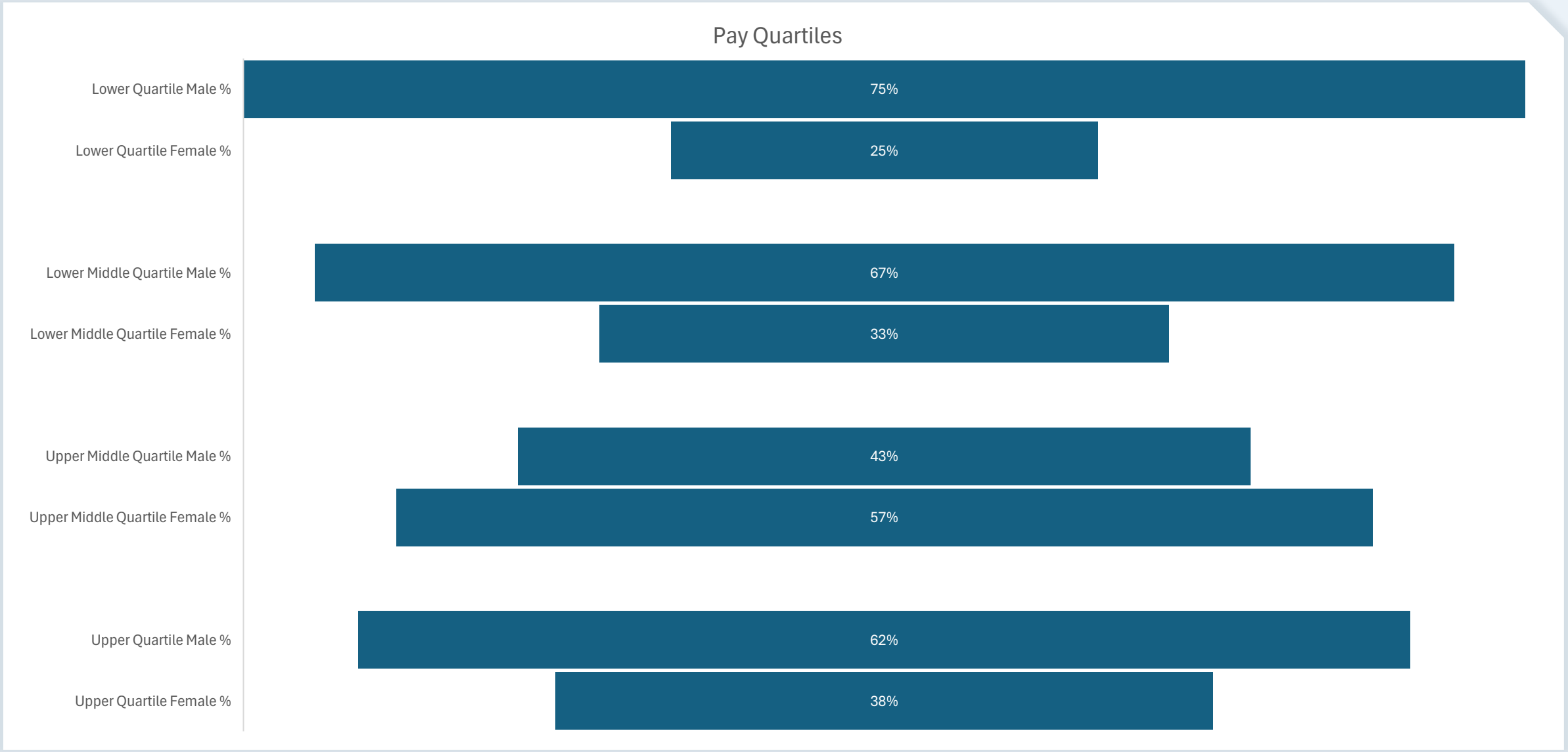
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Gender Pay Gap Results



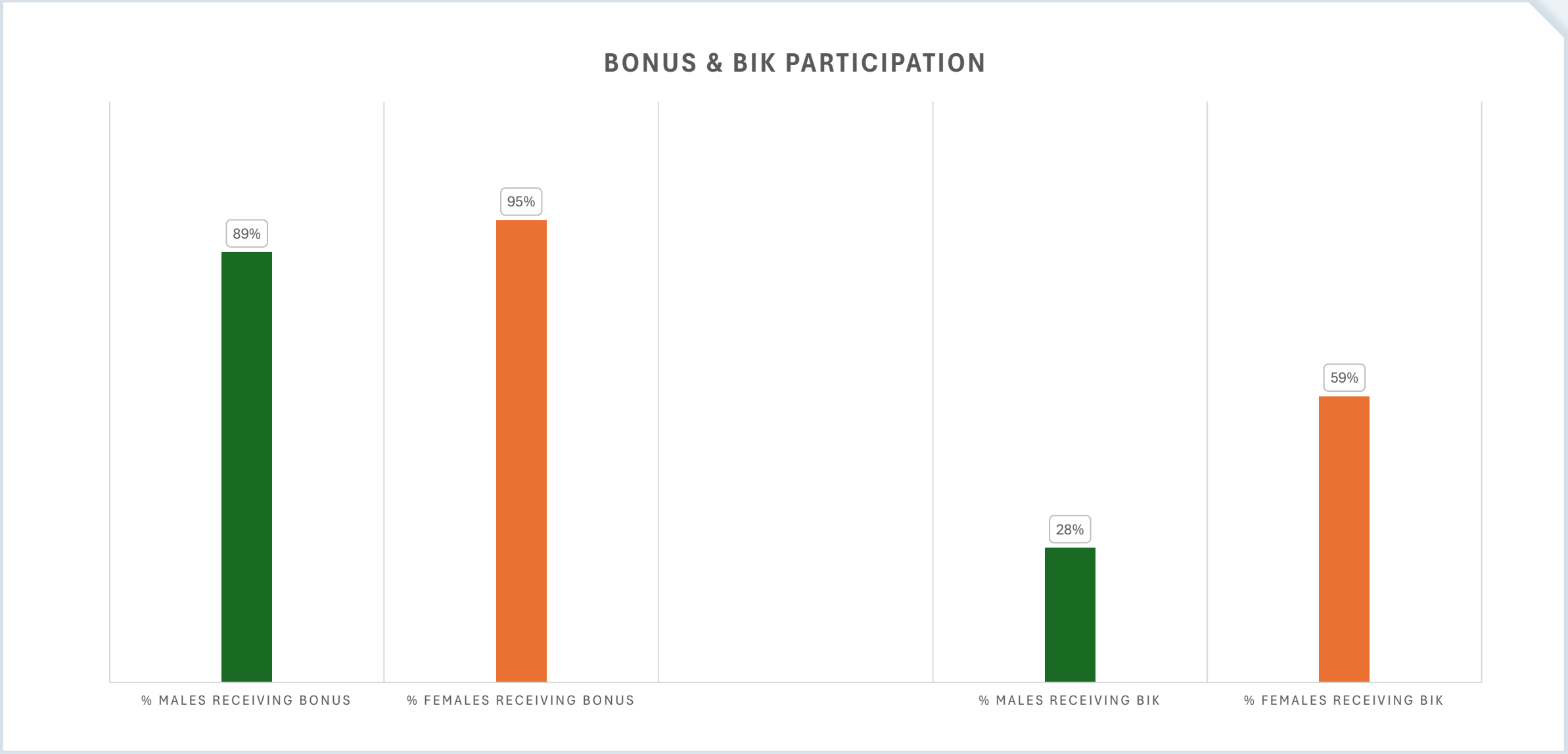
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Gender Pay Gap Results



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Gender Pay Gap Results



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Gender Pay Gap Narrative Statement

At **BNL Sciences Ltd**, we are committed to creating a workplace where employees are rewarded fairly and have equal opportunity to develop and progress. Our Gender Pay Gap Report provides valuable insight into the distribution of male and female employees across the organisation and helps us identify opportunities to further strengthen gender balance at all levels of the business.

The results show a mean hourly pay gap of 9% in favour of men, while the median hourly pay gap is 19% in favour of women. Similarly, the mean bonus pay gap is 18% in favour of men, while the median bonus pay gap is 12% in favour of women. These results indicate that the gender pay gap within the organisation is not driven by unequal pay for equal work, but rather by the representation of male and female employees across different roles, seniority levels and pay quartiles. The median figures demonstrate that women are strongly represented across many skilled, professional and management roles within the organisation. The mean gaps are influenced by the gender distribution in certain senior and specialist positions which attract higher levels of pay and bonus opportunity.

Our workforce profile demonstrates that male employees remain more highly represented in both the **lower quartile (75%)** and the **upper quartile (62%)** of earnings. Female representation is strongest in the **upper middle quartile (57%)**, and women also represent a significant proportion of the workforce across the organisation. The higher proportion of men in some of the most senior and specialist roles, which attract higher rates of pay and larger bonus opportunities, contributes to the positive mean pay and bonus gaps reported. At the same time, the negative median pay and bonus gaps highlight that women in the middle of our pay distribution are, on average, earning more than their male counterparts. This reflects the strong representation of women in a number of skilled, professional and management-level positions within the organisation.

The report also shows high levels of participation in our bonus arrangements for both genders, with **95% of female employees** and **89% of male employees** receiving a bonus during the reporting period. In addition, a higher proportion of female employees (**59%**) received benefits in kind compared with male employees (**28%**), demonstrating broad access to company benefits across the workforce. While these results are encouraging in several areas, we recognise that there remains an opportunity to improve gender representation at the highest-paid levels of the organisation and to continue supporting career progression for employees of all genders.

Measures Being Taken

To further strengthen gender balance and reduce any gender pay gaps over time, the company is committed to the following actions:

- **Promoting equal opportunities for career progression** by ensuring transparent and fair processes for recruitment, promotion and internal development.
- **Supporting talent development** through training, mentoring and leadership development opportunities that enable employees to progress into senior and specialist roles.
- **Monitoring recruitment and succession planning activities** to encourage diverse candidate pools and improve gender representation across all levels of the business.
- **Reviewing workforce data regularly** to identify trends in representation, pay and progression, and to ensure informed decision-making.
- **Maintaining fair and objective reward practices**, including regular review of pay structures and compensation processes to support consistency and fairness.
- **Supporting flexible and inclusive ways of working** that help attract, retain and develop a diverse workforce.

We believe that diversity of thought, experience and background strengthens our organisation and enables better outcomes for our employees, customers and stakeholders. We remain committed to fostering an inclusive workplace where all employees can thrive and where opportunities for development and reward are based on skills, performance and contribution.



Thank you!

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