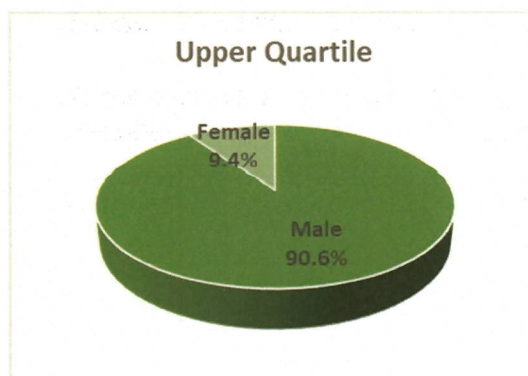
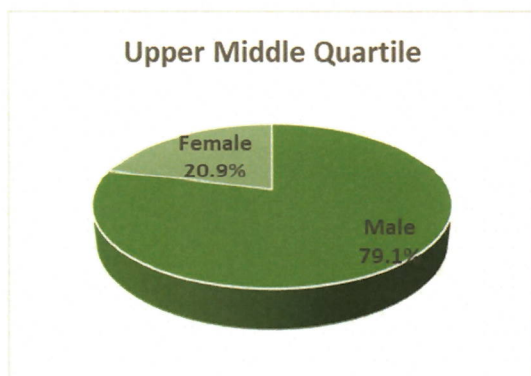
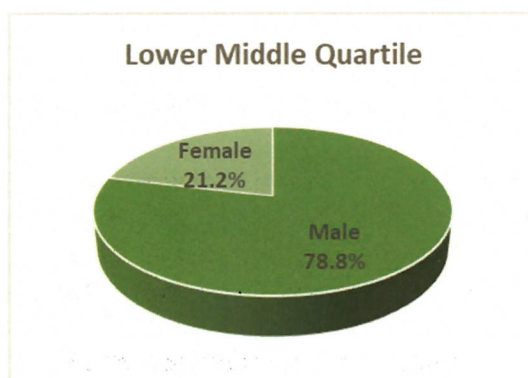
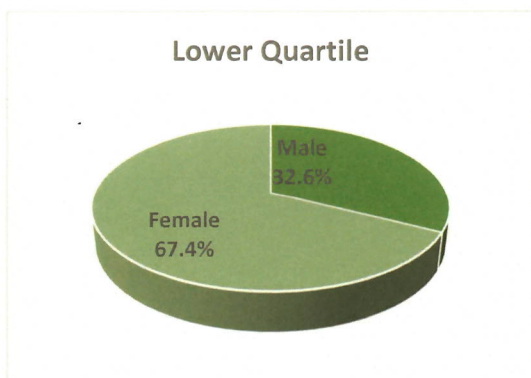


## Gender Pay Report

The UK government has introduced reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to annually disclose their gender pay gap. Here we provide the statutory information from the snapshot date in April 2022 and the context of our results.

Gender Pay Results	Bulkhaul Ltd
Mean Gender Pay Gap	33.6%
Median Gender Pay Gap	17.3%
Mean Bonus Gender Pay Gap	12.7%
Median Bonus Gender Pay Gap	0%
Proportion of Males Receiving a Bonus Payment	33.3%
Proportion of Females Receiving a Bonus Payment	36.3%

### Proportion of Males and Females in each Quartile Band



The mean gender pay gap for Bulkhaul Ltd has been calculated at 33.6%, which is mainly a result of the most senior people within the organisation being male. The median average, which is less affected by extreme values, presents a lower pay gap of 17.3%.

The bonus calculations are a result of a long service award bonus scheme, creating a mean gender bonus gap of 12.7%, which has reduced since the previous year, and a median gender bonus gap of 0%. There are a higher proportion of females receiving a bonus than there are males.

I can confirm that the data reported above is accurate.

A handwritten signature in black ink, appearing to read 'M O'Neill', written in a cursive style.

Mike O'Neill  
**Managing Director**  
**Bulkhaul Limited**