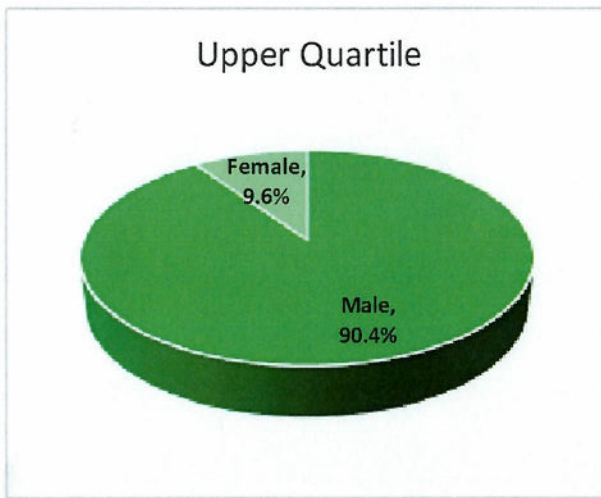
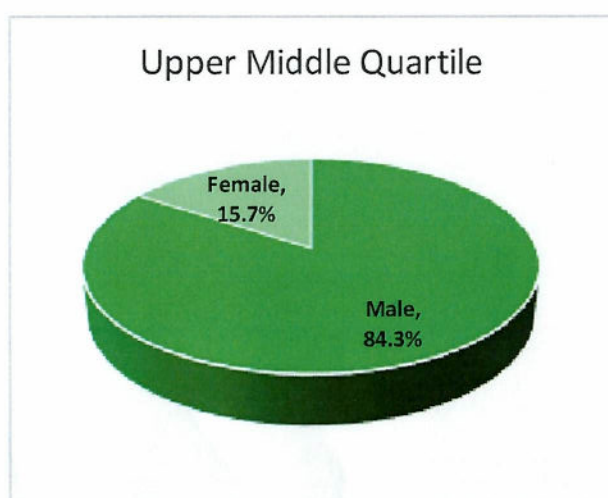
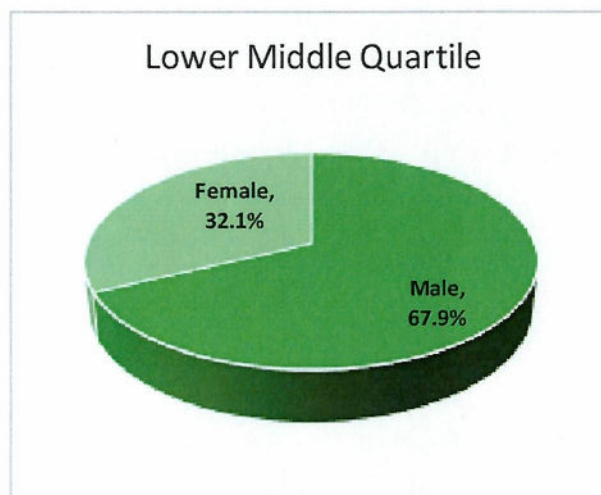
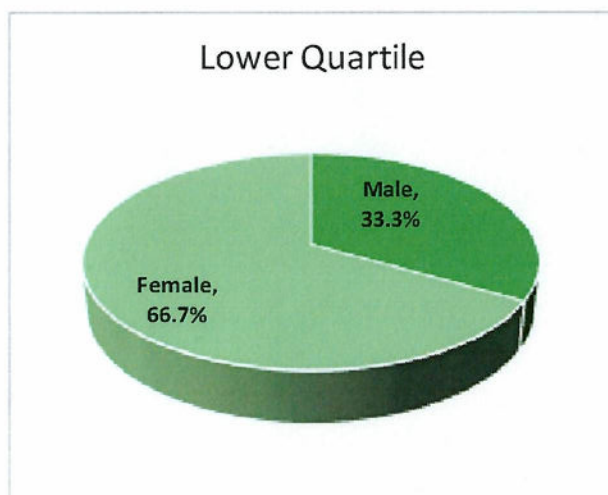


## Gender Pay Gap Information

Under The Equality Act 2010, the UK Government requires companies with over 250 employees to annually disclose their gender pay gap. Here we provide the statutory information from the snapshot date in April 2025 and the context of our results.

|  |       |
|--|-------|
| <b>Mean Gender Pay Gap</b>                             | 29.0% |
| <b>Median Gender Pay Gap</b>                           | 14.6% |
| <b>Mean Bonus Gender Pay Gap</b>                       | 10.3% |
| <b>Median Bonus Gender Pay Gap</b>                     | 0%    |
| <b>Proportion of Males Receiving a Bonus Payment</b>   | 36.5% |
| <b>Proportion of Females Receiving a Bonus Payment</b> | 36.5% |

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

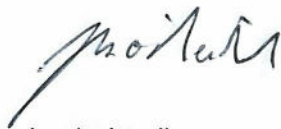


The mean gender pay gap for Bulkhaul Limited is calculated at 29.0%, reduced by 0.9% from the previous year's calculations. The median average presents a lower value of 14.6%.

The bonus calculations are related to a long service bonus scheme, creating a mean gender bonus gap of 10.3% and a median gender bonus gap of 0%. An equal proportion of males and females receive a bonus.

The quartiles show that % of male staff is higher in the Upper, Upper Middle and Lower Middle quartiles.

I confirm that the data reported is accurate.



Michael O'Neill  
Managing Director