

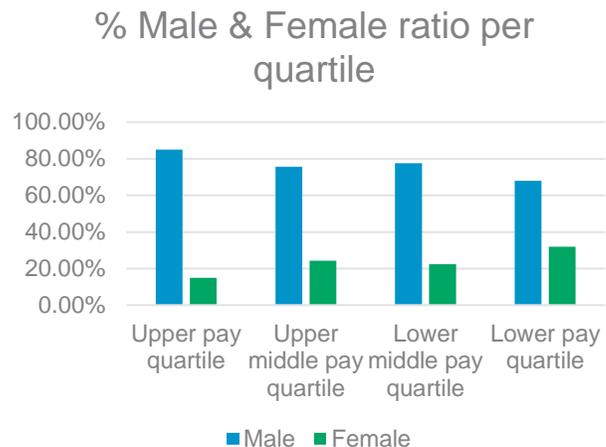
# Gender Pay Gap Report 2024 – Bestway Wholesale

## Pay Gap

	2022		2023
Mean	11%	▲	22.1%
Median	0%	▲	5.2%

The mean gender pay gap is the difference between the average hourly earnings of men and women.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women at Bestway Northern. It takes all pay rates in order from lowest to highest and picks the mid pay rate for men and women, which are then compared



I am pleased to publish our gender pay gap report for 2024. We continue to seek ways to improve our position wherever possible and it is positive to see a higher percentage of women joining the Talent Management program this year.

As an organization we aim to manage our pay in a fair and equitable manner and utilise the opportunities arising from the gender pay gap reporting to support this.

Our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017)

Dawood Pervez

Managing Director  
Bestway Wholesale



Bestway is the UK's 8<sup>th</sup> largest privately owned company with a Wholesale business which includes:

59 depots across the UK  
Van Sales Operation  
Retail Division  
Approximately 5,500 colleagues in the UK

Bestway Wholesale supplies over 130,000 independent retailers with a UK turnover of £3bn.

The following shows our Gender Pay Gap report for 2024, referencing the April 5<sup>th</sup> 2023 data in line with our statutory requirement

A large proportion of our workforce is made up of Depot, Distribution and Support roles. Most of our employees are men and we have proportionally less women in senior leadership roles.

This gender balance in our demographic continues to influence our gender pay gap.

We understand we have more work to do in addressing the imbalance and are committed to making progress in this area of our business by providing an inclusive culture combined with targeted actions

## Bonus

54.2%

The mean gender bonus gap for Bestway Northern

63.6%

The median gender bonus gap for Bestway Northern

23%

The proportion of male employees in Bestway Northern receiving a bonus

13.9%

The proportion of female employees in Bestway Northern receiving a bonus

A significantly higher proportion of males received a bonus compared to the proportion of women (23% to 13.9% respectively)

However, Bestway Wholesale continues to have male dominated workforce.

Therefore we will continue to seek out ways to attract more female colleagues wherever possible