



BESTWAY
WHOLESALE

Gender Pay Gap Report 2022

Bestway Northern

Bestway is the UK's 8th largest privately owned company with a wholesale division of 61 depots across the UK – in addition to a Van Sales Operation – and over 4,000 colleagues nationwide. Bestway Northern (14 depots) is a part of Bestway Wholesale Group. We are a supply partner to over 100,000 independent retailers with a UK turnover of £2.66bn.

Below shows our Gender Pay Gap report for 2022, referencing the April 5th 2021 data, in line with our statutory requirement.

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

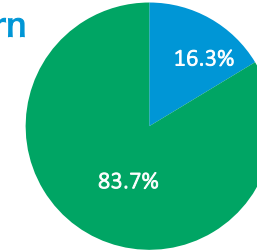
The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women at Bestway Retail.

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.

Gender split at Bestway Northern

Male 84%

Female 16%



This report represents 667 full pay relevant colleagues whose salary was normal taken from a snapshot on 5th April 2021

A large proportion of our workforce is made up of Depot, Distribution and Support roles. Most of our employees are male and we have proportionally less women in senior leadership roles. This gender balance in our demographic continues to influence our gender pay gap and we understand we have more work to do in addressing the imbalance and are committed to making progress in this area of our business. As has been evidenced by the reduction in pay gap since last year.

Pay Gap

	2020		2021
Mean	5.5%	▼	4.0%
Median	0%	↔	0%

I am pleased to see overall improvement to our gender pay gap 2021 to 2022. We are committed to seek ways to maintain this position wherever possible.

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

I can confirm that 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



Bonus

11%
The mean gender **bonus** gap for Bestway Northern

4.2%
The median gender **bonus** gap for Bestway Northern

86.2%
The proportion of **male** employees in Bestway Northern receiving a bonus

90.8%
The proportion of **female** employees in Bestway Northern receiving a bonus

A slightly higher proportion of females received a bonus compared to the proportion of men (91% & 86% respectively). However, Bestway Northern continues to have a male dominated workforce (only 16% of the workforce is female). Therefore, in terms of actual numbers, more males received a bonus than females (481 males vs 99 females).

% Male and Female ratio per quartile pay band 2021

