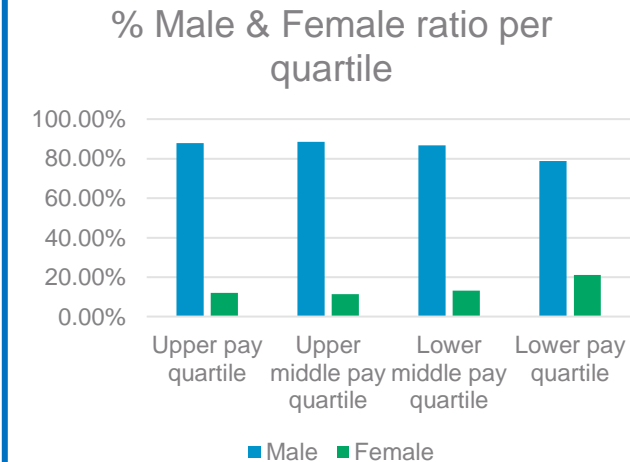


Gender Pay Gap Report 2024 – Bestway Northern

Pay Gap

	2022		2023
Mean	4.5%	▲	9.7%
Median	0%	▲	18%



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 8th 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 Northern (15 depots), is part of Bestway Wholesale and 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 5th 2023 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 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

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. As part of a wider restructure, Bestway Northern now comprises of an additional distributions centre where the majority of senior colleagues, with pay in the upper pay quartile are male.

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

9.4%
The mean gender bonus gap for Bestway Northern

29.1%
The median gender bonus gap for Bestway Northern

5.6%
The proportion of male employees in Bestway Northern receiving a bonus

5.4%
The proportion of female employees in Bestway Northern receiving a bonus

A marginally higher proportion of males received a bonus compared to the proportion of women (5.6% & 5.4% respectively)

However, Bestway Northern continues to have male dominated workforce.

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