

Gender Pay Gap Report 2021

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 part of the Bestway Wholesale Group. We are a supply partner to over 125,000 independent retailers with a UK turnover of £2.13bn.

Below shows our Gender Pay Gap report for 2021, referencing the April 5th 2020 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 83%
Female 17%



This report represents 529 full pay relevant colleagues whose salary was normal taken from a snapshot on 5th April, 2020

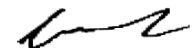
A large proportion of our workforce is made up of Depot, Distribution and Support roles. Most of our employees are male and we have proportionally less women in senior leadership roles. This gender balance in our demographic continues to influence our gender pay gap and we understand we have more work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

Pay Gap	2019		2021
Mean	4.8%	▲	5.5%
Median	0.1%	▼	0%

I am pleased to see overall improvement to our gender pay gap 2019 to 2021. We are committed to seek ways to maintain this position wherever possible.

As an organisation 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.

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

0% The mean gender bonus gap for Bestway Northern	0% The median gender bonus gap for Bestway Northern
0.9% The proportion of male employees in Bestway Northern receiving a bonus	2.1% The proportion of female employees in Bestway Northern receiving a bonus

The majority of those receiving bonus during the reporting period is our Van Sales team. The Company did not pay bonus last year due to Covid. This will be considered as part of a wider review taking place of all company bonus schemes during 2021. Furthermore, as our workforce is male dominated, we will seek out ways to attract more female workers wherever possible.

% Male and female ratio per quartile pay band 2020

