

# Gender Pay Gap Report 2021

## Bestway Wholesale

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. We are a supply partner to over 125,000 independent retailers with a UK turnover of £2.13bn. The company has the scale, purchasing power and expertise to support customers in the food and drinks sector.

Below shows our Gender Pay Gap report for 2021, referencing the April 5th 2020 data, in line with our statutory requirement.

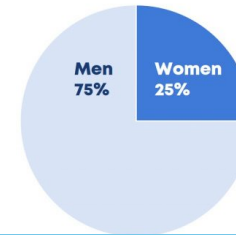
The **mean** gender pay gap is the difference between the average hourly earnings of men and women.

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 Wholesale

**Male 75%**  
**Female 25%**



*This report represents 2612 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		2020
Mean	7.3%	▲	8.7%
Median	2%	▲	5.7%

*"We recognise that we have more to do to close the gender pay gap and in particular, to have greater female representation across our business. We are concerned that the situation has not improved and has got marginally worse. Our focus will be on creating a fair pay agenda solely focussed on reducing the gender pay gap.*

*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*

### Bonus

**86%**

The mean gender bonus gap for Bestway Wholesale

**50%**

The median gender bonus gap for Bestway Wholesale

**24.9%**

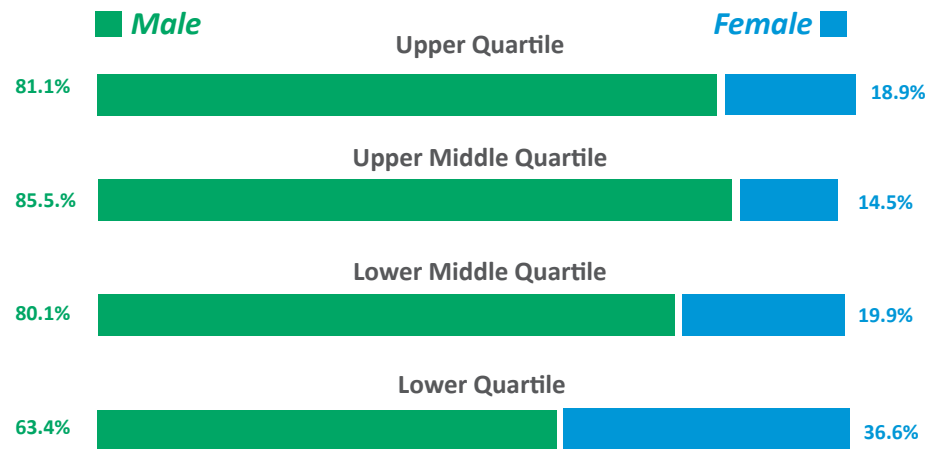
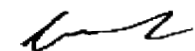
The proportion of male employees in Bestway Wholesale receiving a bonus

**27.2%**

The proportion of female employees in Bestway Wholesale receiving a bonus

The majority of colleagues who received a bonus are our Sales/ Trading teams. The Company did not pay bonus to all entitled colleagues 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

**Dawood Pervez**

Managing Director,  
Bestway Wholesale

