

# Gender Pay Gap Report 2023

## Bestway Northern

Bestway is the UK's 8th largest privately owned company with a wholesale business which includes 59 depots across the UK, a Van Sales Operation, a retail division and over 5,500 colleagues nationwide. Bestway Northern (14 depots) is a part of Bestway Wholesale Group. We are a supply partner to over 130,000 independent retailers with a UK turnover of £ 2.94 bn.

Below shows our Gender Pay Gap report for 2023, referencing the April 5th 2022 data, in line with our statutory requirement.

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

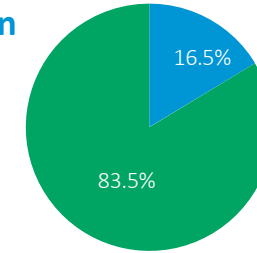
The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women at Bestway Retail.

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.

*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. One of the ways we have addressed this is through our Talent Management program, which has seen higher number of female participants this year – 49% (which has doubled from last year). 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.*

### Gender split at Bestway Northern

**Male 84%**  
**Female 16%**



*This report represents 609 full pay relevant colleagues whose salary was normal taken from a snapshot on 5th April 2022*

### Pay Gap

	2021		2022
Mean	4.0%	▲	4.5%
Median	0%	↔	0%

I am pleased to publish our gender pay gap report for 2022. 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 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

8.1% <i>The mean gender bonus gap for Bestway Northern</i>	0% <i>The median gender bonus gap for Bestway Northern</i>
7.2% <i>The proportion of male employees in Bestway Northern receiving a bonus</i>	7.1% <i>The proportion of female employees in Bestway Northern receiving a bonus</i>

A marginally higher proportion of males received a bonus compared to the proportion of females (7.2% & 7.1% respectively). However, Bestway Northern continues to have a male dominated workforce (only 16% of the workforce is female). Therefore, we will continue to seek out ways to attract more female colleagues wherever possible.

### % Male and Female ratio per quartile pay band 2022

