

GENDER PAY GAP REPORT 2025 BESTWAY NORTHERN

Bestway is the UK's 8th largest privately owned company with a wholesale division of 63 depots across the UK in addition to a van sales operation and retail division, employing more than 5000 colleagues nationwide. Bestway Northern is part of Bestway Wholesale and consists of 15 depots.

The following shows our Gender Pay Gap report for 2025, referencing the April 5th 2024 data in line with our statutory requirement.

Gender pay gap: Mean	3.1%
Gender pay gap: Median	2.2%
% of men/women in upper quartile	87.4% / 12.6%
% of men/women in upper middle quartile	90.1% / 9.9%
% of men/women in lower middle quartile	84.2% / 15.8%
% of men/women in lower quartile	84.2% / 15.8%
Gender bonus gap: Mean	12.2%
Gender bonus gap: Median	-0.1%
% of men who receive bonus	13.3%
% of women who receive bonus	11.5%

I am pleased to publish our gender pay gap report for 2025.

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 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. As part of our annual pay review in 2025 we will be looking at the practical next steps we can take to close the gender pay gap further.

Our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017)

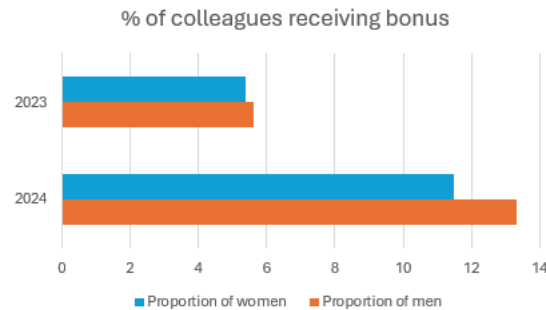


Dawood Pervez
Dawood Pervez
Managing Director
Bestway Wholesale

BONUS PAY GAP

The bonus pay gap reflects the % difference in bonus amounts paid in the year ending 4th April 2024.

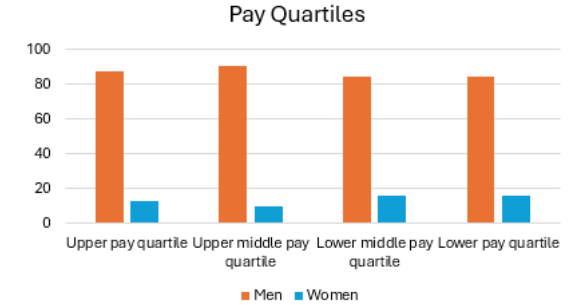
	2024	2023
Mean bonus gap	12.2%	9.4%
Median bonus gap	-0.1%	29.1%



The graph shows the % of men and women who received bonus within the same period.

A slightly higher proportion of men received a bonus compared to the proportion of women (13.3% : 11.5%).

As with the gender pay gap, our bonus pay gap is driven by the demographic of our work force and Bestway Northern has proportionally fewer women in senior leadership roles.



GENDER PAY GAP

The gender pay gap is the difference between the average pay of men and women. For the purposes of the gender pay gap report, 2 measures of average pay are used:

Mean Gender Pay Gap: The difference between the average hourly earnings

Median Gender Pay Gap: The difference between the midpoints in the range of hourly earnings.

	2024	2023
Mean pay gap	3.1%	9.7%
Median pay gap	2.2%	18%

The graph shows the gender balance (%) within each pay quartile. The upper pay quartile contains the highest earners within the business, the lower pay quartile includes the lowest paid colleagues. The data provided shows our Gender Pay Gap with reference to the pay period including the snapshot date of 5th April 2024.

A large proportion of our workforce is made up of Depot, Distribution and Support roles, these are predominantly occupied by male colleagues. This demographic continues to influence our gender pay gap.

While we have reduced our pay gap from the prior reporting period 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