



BACKGROUND – Bestway Northern Limited

Bestway is the UK's eighth-largest private company with a wholesale division of 64 depots across the UK and we are proud to employ over 4,000 colleagues nationwide. Bestway Northern Limited is part of the Bestway Wholesale Group. We are a supply partner to over 125,000 independent retailers, caterers and foodservice operators, with a UK turnover of £2.13bn. The Company has the scale, purchasing power and expertise to help customers compete in an ever-changing food and drinks sector.

Our mission is to be the 'Best Way To Grow Your Food & Drinks Business'.

Below shows our Gender Pay Gap report for 2018, in line with our statutory requirement, which Bestway Wholesale both supports and welcomes as part of our wider diversity and inclusion agenda.

Our Gender Balance - A large proportion of our workforce is made up of Depot, Distribution & Support roles. Most of our employees are male and we have proportionally less women in senior leadership roles. This gender balance in our demographic influences our gender pay gap. We understand that we have more work to do here and are committed to making progress.

It is important to note that our hourly rate for our hourly paid colleagues is the same, regardless of gender, for the same role. Bestway Wholesale is proud of our people and we will actively encourage and foster diversity and inclusivity across our business. We believe this is essential to help our customers prosper now and in the future.

CONTEXT

The report represents 714 full pay relevant colleagues as of the 5th April 2017, of which 83.8% were male employees and 16.2% were female employees and of those, 503 received a bonus in the prior 12 month period and as defined by the guidelines



This report identifies the Bestway Wholesale Gender Pay Gap between Male and Female employees; it does not compare salaries of males and females undertaking like for like roles (equal pay).



PAY

The report identifies the 'mean' pay gap as the average hourly salary and 'median' as the pay per hour based on the colleagues in the middle of distribution. Our gender pay gap is represented as a % of the hourly rate of male employees.

| | | |
|-----------------------|--------|-------|
| Upper Quartile | Female | 14.0% |
| | Male | 86.0% |
| Upper Middle Quartile | Female | 12.9% |
| | Male | 87.1% |
| Lower Middle Quartile | Female | 18.4% |
| | Male | 81.6% |
| Lower Quartile | Female | 19.7% |
| | Male | 80.3% |

Gender Pay Gap

| | |
|--------|------|
| Mean | 2.6% |
| Median | 0.8% |

BONUS

Gender Pay Gap in 'Bonus'

| | |
|--------|-------|
| Mean | 18.7% |
| Median | 0.0% |

% of colleagues receiving a 'bonus'

| | |
|--------|-------|
| Female | 69.0% |
| Male | 70.7% |

FUTURE

We recognise that there is still more to be done to close the gender pay gap and in particular to have greater female representation across the business. Whilst we believe that this is aligned to similar wholesale businesses we will review our job profiles and adverts to ensure there is no intentional bias. We will continue to seek opportunities to promote diversity and support female leaders in the workplace. We also recognise that it is important to invest in the future of all our employees, regardless of gender, and we will continue to focus on new training initiatives to support the development of our employees across the business.

I can confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Martin Race
Managing Director