

GENDER PAY GAP REPORT 2025

BESTWAY WHOLESALE

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
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 Managing Director
 Bestway Wholesale

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

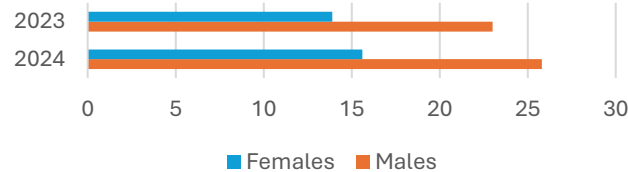
The following shows our Gender Pay Gap report for 2025, referencing the April 5th 2024 data in line with our statutory requirement.

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	41%	54.2%
Median bonus gap	28.7%	63.6%

% of colleagues receiving bonus



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

A significantly higher proportion of men received a bonus compared to the proportion of women (25.8% : 15.6%).

Both our mean and median bonus pay gap have reduced compared to prior year however we recognise that Bestway Wholesale continues to have a male dominated workforce. Therefore, we will continue to seek out ways to attract more female colleagues to senior roles wherever possible

GENDER PAY GAP

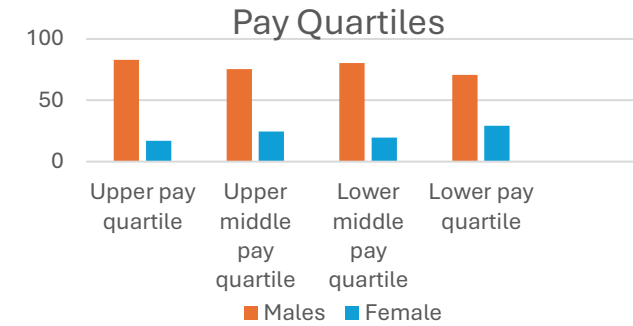
The gender pay gap is the difference between the average pay of men and women. For the purposes of the gender pay gap report, 2 measures of average pay are used:

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	19.3%	22.1%
Median pay gap	9.2%	5.2%

Gender pay gap: Mean	19.3%
Gender pay gap: Median	9.2%
% of men/women in upper quartile	83% / 17%
% of men/women in upper middle quartile	75.5% / 24.5%
% of men/women in lower middle quartile	80.3% / 19.7%
% of men/women in lower quartile	70.7% / 29.3%
Gender bonus gap: Mean	41%
Gender bonus gap: Median	28.7%
% of men who receive bonus	25.8%
% of women who receive bonus	15.6%



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, Most of our employees are men and we have proportionally fewer women in senior leadership roles. This demographic continues to influence our gender pay gap.