

BESTWAY RETAIL Gender Pay Gap Report for 2020

Bestway Retail owns the UK's largest franchised off-licence and convenience chains, operating circa 600 stores trading under the Bargain Booze, Bargain Booze Select Convenience, Wine Rack and Central Convenience brands.

Below shows our Gender Pay Gap report for 2020, in line with our statutory requirement, and identifies the difference in **average** pay between men and women - including bonus payments.

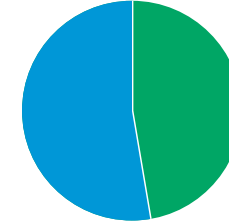
The **mean** gender pay gap is the difference between the average hourly earnings of men and women.

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 Retail

■ Male 48%
■ Female 52%



This report represents 1,300 full pay relevant colleagues whose salary was normal taken from a snapshot on 5th April, 2020

Bestway Retail have a broadly balanced gender split (48% male v 52% female). The majority of our colleagues work in our retail stores (78%), of which 40% are male, 60% are female. These roles predominantly sit within our lower and lower middle quartiles. Our gender pay gap is in line with expectations and also reflects that of many other retailers.

Pay Gap	2019		2020
Mean	15.9%	↓	13%
Median	5.4%	↓	5%

"I am pleased to see overall improvement to our gender pay gap 2019 to 2020. We are committed to seek ways to further improve this during 2021 wherever possible, as we acknowledge that there is further progress to be made. We are already scoping a number of initiatives, which we hope will evidence a further reduction of the gender pay gap in future reports.

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."

Dawood Pervez
Managing Director,
Bestway Wholesale



Bonus

-108.7%
The mean gender bonus gap for Bestway Retail

35.7%
The median gender bonus gap for Bestway Retail

22.1%
The proportion of male employees in Bestway Retail receiving a bonus

0.9%
The proportion of female employees in Bestway Retail receiving a bonus

The majority of those receiving bonus during the reporting period were participating in a Logistics based scheme, which met the parameters for payment, where other schemes did not. This will be fully considered as part of a wider review taking place of all company bonus schemes during 2021. Furthermore, as the logistics 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

