





I am pleased to publish our gender pay gap report for 2024. 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 utilise the opportunities arising from the gender pay gap reporting to support this.

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

Dawood Pervez

A handwritten signature in black ink, appearing to read 'Dawood Pervez'.

Managing Director  
Bestway Wholesale



# Bestway Retail Gender Pay Report 2024

(using snapshot data from April 2023 & bonus data from 12 months to April 2023)

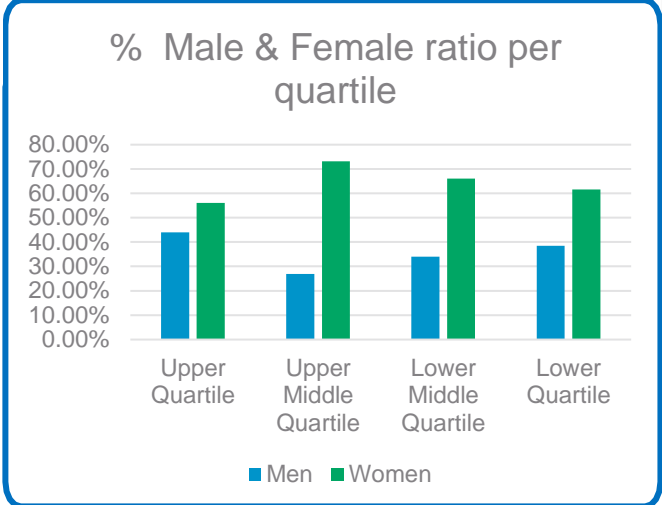
# Gender Pay Gap Report 2024 – Bestway Retail

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 Northern.

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

|               | Pay Gap       |   |               |
|---------------|---------------|---|---------------|
|               | 2022          |   | 2023          |
| <b>Mean</b>   | <b>12.33%</b> | ▼ | <b>10.92%</b> |
| <b>Median</b> | <b>2.13%</b>  | ▼ | <b>0.00%</b>  |



Bestway is the UK's 8<sup>th</sup> largest privately owned company with a Wholesale business which includes:

59 depots across the UK  
 Van Sales Operation  
 Retail Division  
 Approximately 5,500 colleagues in the UK

Bestway Retail owns the largest franchised off-licence and convenience chain operating under the Bargain Booze, Wine Rack and Central Convenience brands

The following shows our Gender Pay Gap report for 2024, referencing the April 5<sup>th</sup> 2023 data in line with our statutory requirement

Bestway Retail's lower paid roles sit predominantly in our Stores. Male and female colleagues in these roles receive the same pay however there are more females represented in these populations.

This, along with leadership roles being predominantly occupied by males, has a continuing effect on our gender pay gap.

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

## Bonus

|  |  |
|--|--|
| <b>42.75%</b><br>The mean gender bonus gap for Bestway Retail                        | <b>29.59%</b><br>The median gender bonus gap for Bestway Retail                        |
| <b>4.42%</b><br>The proportion of male employees in Bestway Retail receiving a bonus | <b>2.02%</b><br>The proportion of female employees in Bestway Retail receiving a bonus |

Participation in our bonus scheme is limited mainly to our head office colleagues with only a very small number of stores colleagues eligible for bonus which drives the bonus gaps.

We continue to try to attract more females into our senior roles and into roles which are eligible for bonus.