

Gender Pay Gap Report 2021- Bestway Retail Limited



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

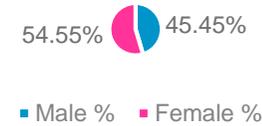
This report shows our Gender Pay Gap report for 2021, in line with our statutory requirement, and identifies the difference in average pay between men and women - including bonus payments.

The mean gender pay gap is the difference between the average hourly earnings of males and females.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of males and females.

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



This report represents 1560 full pay relevant colleagues whose salary was normal taken from a snapshot on 5th April 2021

BRL has a broadly balanced gender split. Store roles generally sit within our lower and lower middle quartile pay. These roles are predominantly filled by females this has a significant impact on the mean and median pay gap. Our gender pay gap is in line with expectations and also reflects that of many other retailers.

Pay Gap	2020	2021
Mean	13%	10.1%
Median	5%	2.2%

I am pleased to see an overall improvement to our gender pay gap 2021.

We are committed to seek ways to maintain this position wherever possible

As an organization we aim to manage our pay in a fair and equitable manor and utilize 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)

Bonus

18.2%
Mean Bonus Gap

49.8%
Median Bonus Gap

11.2%
Men Receiving Bonus

0.6%
Women receiving Bonus

The majority of those receiving bonus during the reporting period were participating in a logistics based scheme which met the parameter for payment whilst other schemes did not. This will be fully considered as part of a wider review taking place of all company bonus schemes across the Bestway group. Furthermore as the logistics workforce is male dominated we will continue to seek out ways to attract more female workers

Quartile Pay Bands



Dawood Pervez
Managing Director,
Bestway Wholesale

