

Gender Pay Gap Report 2021- Costcutter



Costcutter is part of Bestway Wholesale consisting of Costcutter, Mace, Supershop, and Simply Fresh, throughout the UK and Republic of Ireland.

Having been acquired by Bestway Wholesale in February 2021, Costcutter now operates under Bestway's Retail division.

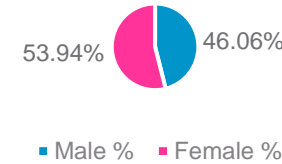
This report shows our Gender Pay Gap report for 2021, in line with our statutory requirement, and identifies the difference in **average** pay between men and women - including bonus payments.

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 432 full pay colleagues whose salary was normal taken from a snapshot on 5th April 2021

Costcutter have 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	34.5%	35.5%
Median	36.0%	42.1%

In looking at the data produced for our pay comparison in Costcutter we have largely maintained our overall position in 2021. We have made significant changes in our operating model following integration with Bestway.

I am aware that there are improvements needed now that we have integration completed and we are clear on the operating model going forward. As an organization we aim to manage our pay in a fair and equitable manner 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

77.8%
Mean Bonus Gap

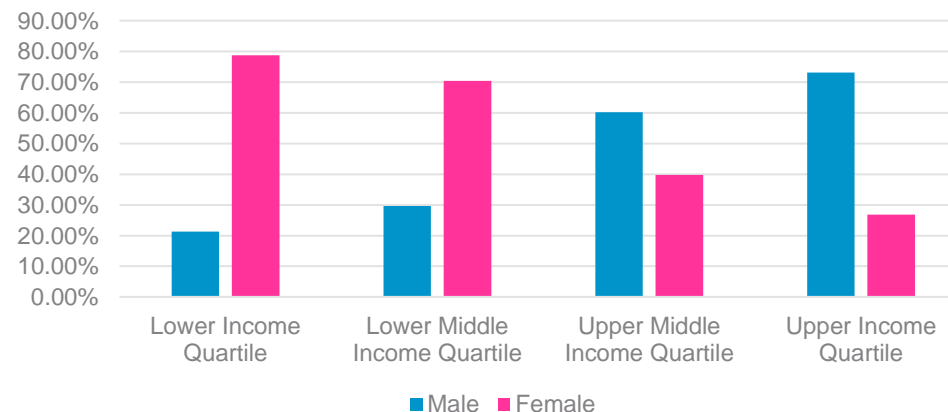
93.9%
Median Bonus Gap

85.3%
Men Receiving Bonus

68.9%
Women receiving Bonus

The majority of those eligible to receive a bonus were based in our Support Centre of which 64% are male & 36% female. A small proportion (9%) of store colleagues are eligible to receive a bonus with store teams being largely female dominated (69%F v 31%M). Bonus schemes are under a wider review for 2021. These figures are inclusive of 2 annual bonus payments with a large male executive component. We will seek out ways to ensure that we become the employer of choice for both male and female workers.

Quartile Pay Bands



Dawood Pervez
Dawood Pervez
Managing Director,
Bestway Wholesale

