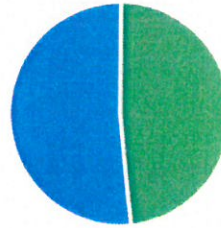


Bestway Retail owns the UK's largest franchised off-licence and convenience chains, operating over 600 stores trading under the Bargain Booze, Bargain Booze Select Convenience, Wine Rack and Central Convenience brands

Below shows our Gender Pay Gap report for 2019, in line with our statutory requirement, and identifies the difference in **average** pay between men and women - including bonus payments

## Gender Split at Bestway Retail

- Male 48%
- Female 52%

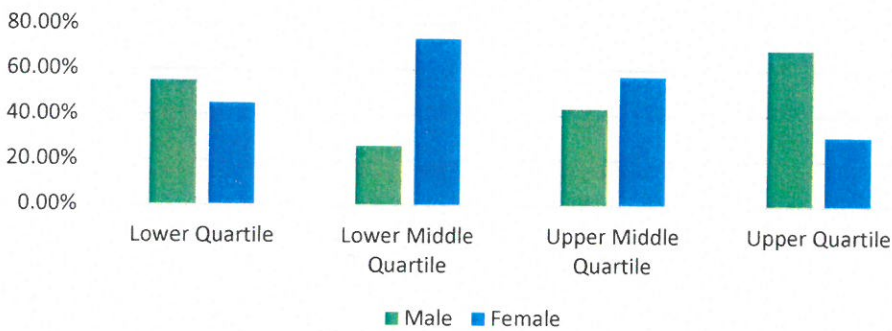


*This report represents 1,464 full pay relevant colleagues whose salary was normal taken from a snapshot on 5<sup>th</sup> April, 2019*

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.

## Quartile Pay Bands



*The majority of our colleagues (75%) work in our retail stores. These roles sit in the lower and lower middle quartiles. 59% of all our male employees work in store based roles, compared to 89% of all our female employees. Our gender pay gap is in line with expectations and also reflects that of many other retailers.*

## Bonus

**4.9%**

The **mean** gender **bonus** gap for Bestway Retail

**35.1%**

The **median** gender **bonus** gap for Bestway Retail

**5.4%**

The **median** gender **pay gap** for Bestway Retail

**15.9%**

The **mean** gender **pay gap** for Bestway Retail

**22.2%**

The proportion of **male** employees in Bestway Retail receiving a bonus

**1.4%**

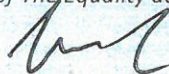
The proportion of **female** employees in Bestway Retail receiving a bonus

The majority of those receiving bonus during the reporting period were participating in Logistics based bonus schemes (a predominantly male workforce) which met the parameters for payment, whilst the other schemes in place across wider business areas did not. The company is committed to reviewing all bonus schemes moving forward as well as ensuring we seek ways to improve female representation in our Logistics workgroups.

*All of the above influences our gender pay gap. We are taking action to address the imbalance and are committed to making progress in this area of our business.*

*It is important to note that our rate of pay for our hourly paid colleagues is the same, regardless of gender, for the same role. Bestway Retail is proud of its colleagues and we actively encourage and foster diversity and inclusivity across our business.*

*I can confirm that our data has been calculated according to the requirements of The Equality act 2010 (Gender Pay Gap Information) Regulations 2017."*



Signed  
Dawood Pervez, Managing Director, Bestway