

Gender Pay Gap Report

Our Commitment

Buy It Direct Group continue to focus on retaining the right people and rewarding them fairly, based on their experience and achievements. Our salaries are benchmarked and in line with market rate which helps us to remain competitive and our job family framework ensures consistency and fairness.

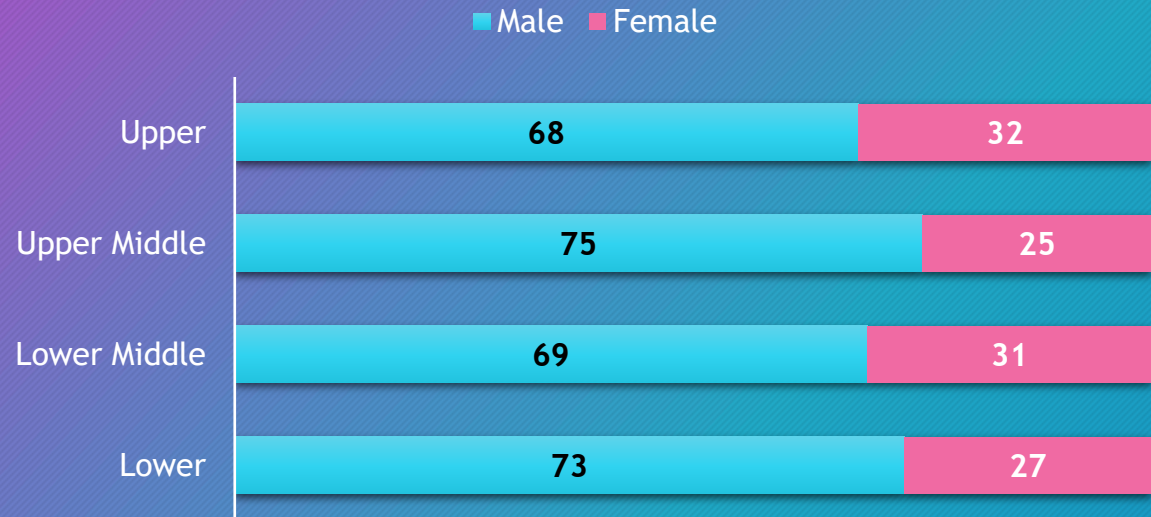
Achievements

Over the past year we have:

- Continued to benchmark all salaries to ensure we pay in line with market rate.
- Introduced hybrid working to enable flexibility across our non-operational roles.
- Reviewed our benefits package in line with Job Families.
- Introduced a remuneration committee to formalise our bonus structures.

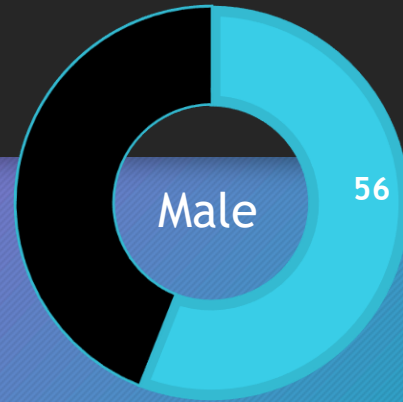
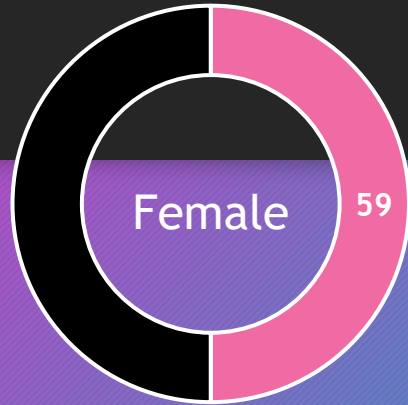
Our Results

Quartile Band Proportions - Male and Female Employees



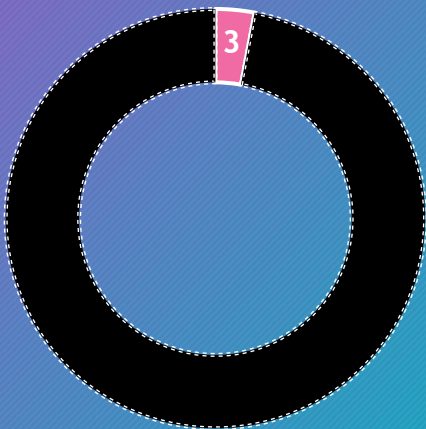
In the previous 12 months there has been a 10% increase in males within the Lower quartile. This is due to a higher male representation within our Warehouse Operations, however we have a fair recruitment process across the business.

Percentage of staff receiving a bonus

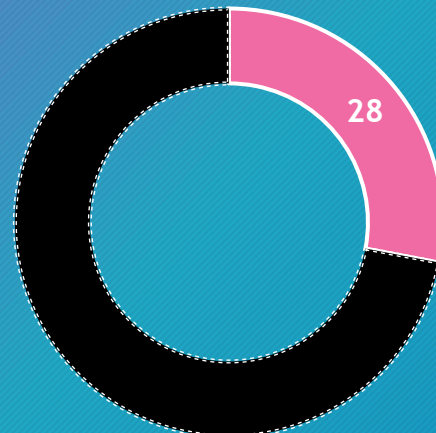


59% of female and 56% of male employees received a bonus. On average, bonus payments to men are only 3% higher than those paid to female employees, compared to 32% higher last year.

Mean Bonus Gap %



Median Bonus Gap %



The median bonus paid to female employees is 28% higher than the median bonus paid to male employees. Our mean bonus gap is also positive with a 3% increase for women.

Our Results



Our results show that we are committed to delivering pay neutrality and the mean pay gap has remained at 2% and the median pay gap is now 0%. For every £1.00 the median man earns, the median woman now earns £1.00 at Buy It Direct Group.