

Gender Pay Gap Report

Our Commitment

At Buy it Direct Group, we are committed to attracting and retaining the right people whilst ensuring they are rewarded fairly in line with our job families, which ensures consistency and equality.

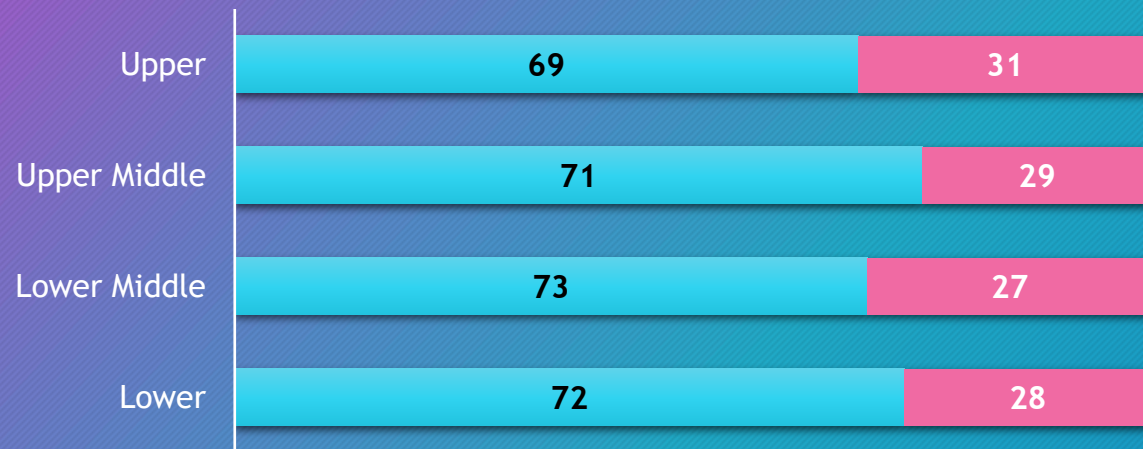
We are focused on building a business that values talent, promotes equal opportunities and supports progression of all individuals regardless of gender.

From a reward perspective, we have streamlined and centralised our bonus framework to enhance transparency and consistency. In addition, we continuously benchmark all salaries to ensure we provide fair and competitive pay across the organisation.

Our Results

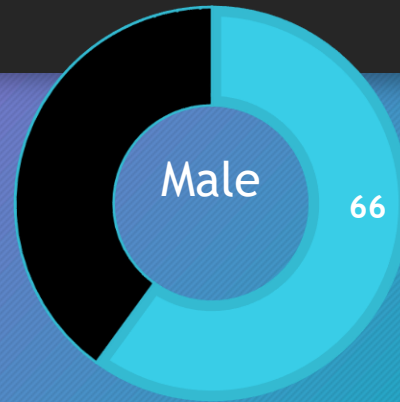
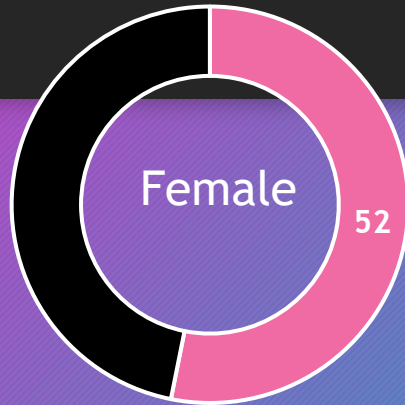
Quartile Band Proportions - Male and Female Employees

Male Female



This year, we have seen a 4% increase in female representation within the upper middle quartile, alongside a corresponding 4% decrease in the lower middle quartile. This shift indicates movement of female employees into higher-paid roles, reflecting our ongoing commitment to creating opportunities for career progression and promoting an inclusive workplace.

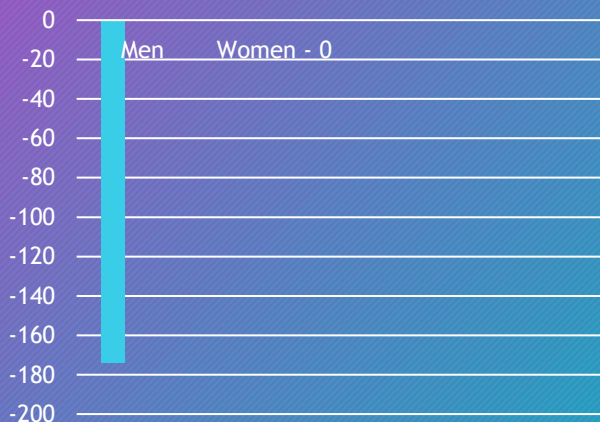
Percentage of staff receiving a bonus



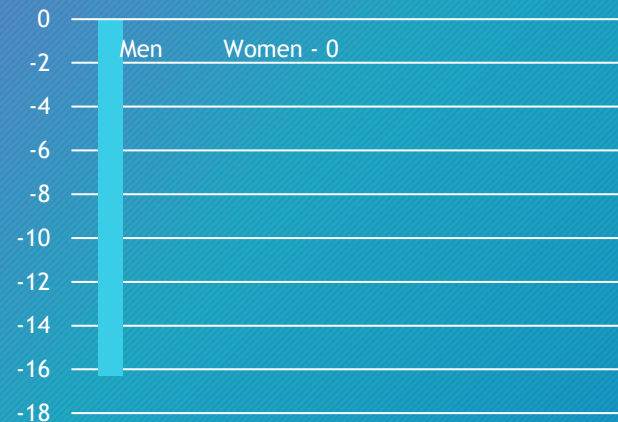
Our analysis of bonus payments shows that 52% of female employees and 66% of male employees received a bonus this year. The higher percentage of male recipients is influenced by the large male workforce in our warehouse and logistics operations, where bonuses are structured differently

Notably, the median bonus gap for male employees is -174% lower than female employees whilst the mean bonus gap is -16% lower for male employees.

Median Bonus Gap: Men vs. Women



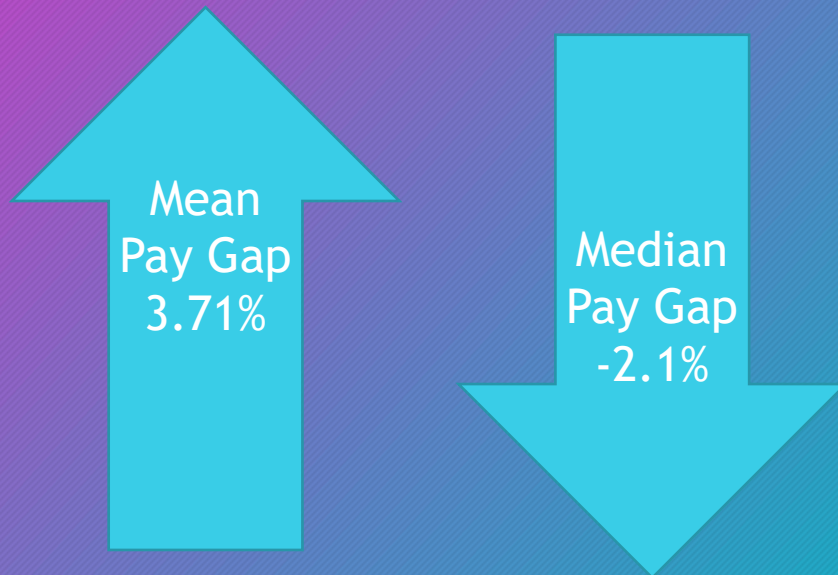
Mean Bonus Gap %



For both areas, women earned a higher bonus than men.

These figures reflect the nature of roles held by women within the business, where higher bonus-earning opportunities are more prevalent. We remain committed to ensuring fairness and transparency in our reward structures across all areas of the organisation.

Our Results



Our mean gender pay gap stands at 3.71% in favour of men, an increase from 2% last year. This shift is primarily due to a higher proportion of male employees within our Logistics team, a sector where we see greater male interest despite offering equal opportunities for all.

However, our median pay gap is now 2.1%, meaning that for every £1.00 earned by the median male employee, the median female employee earns £1.02 at Buy It Direct Group. This reflects the fact that while we employ more men overall, a higher proportion of our female employees occupy roles in the upper pay quartiles.

This progress marks a positive step toward achieving gender pay equality and reinforces our commitment to fostering a fair and inclusive workplace.