

Gender Pay Gap Report

Our Commitment

Following a successful year of growth despite a global pandemic, Buy It Direct Group are looking forward to the year ahead and focusing on retaining the right people and rewarding them fairly, based on their experience and achievements. We have brought our salaries in line with market rate which helps us to remain competitive and we have introduced job families this year with associated benefits.

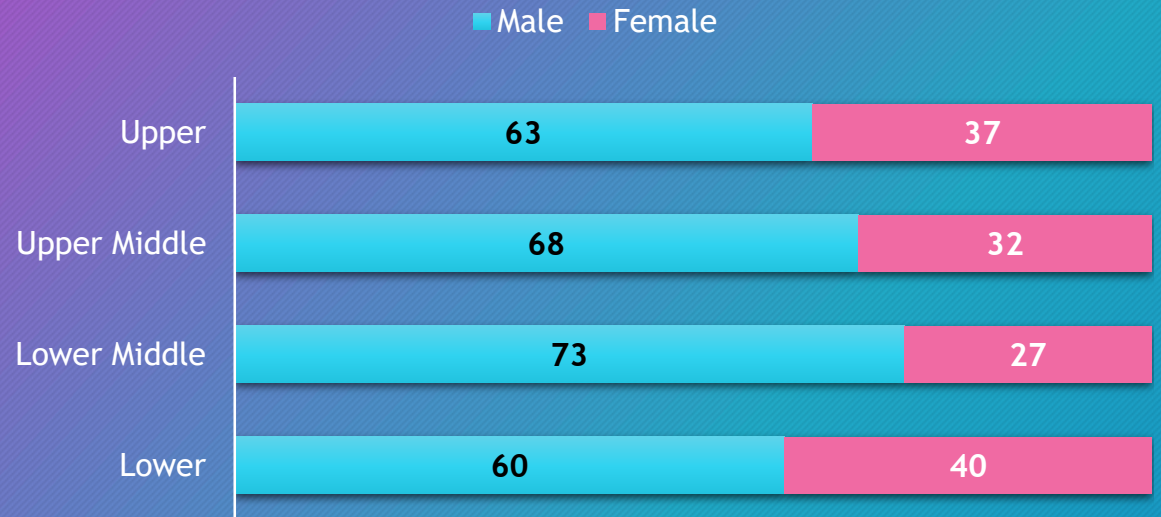
Achievements

Over the past year we have:

- Delivered our graduate and leadership development programmes which have been very well received throughout the business.
- Continued to benchmark all salaries to ensure we pay in line with market rate.
- Seen the value of our Graduate programme and are looking at widening the talent pool this year by offering degree apprenticeships and kickstart placements.

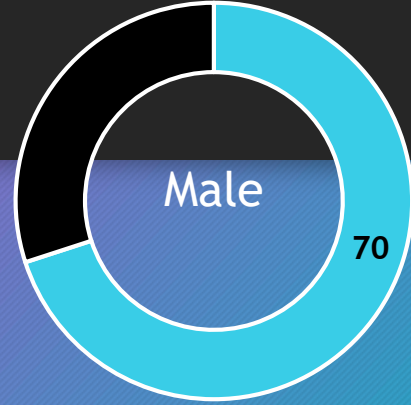
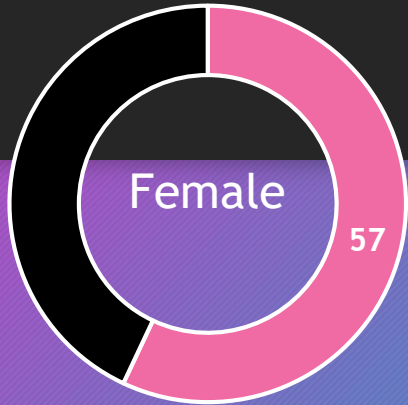
Our Results

Quartile Band Proportions - Male and Female Employees



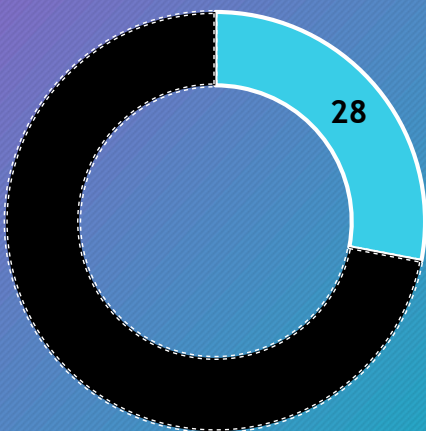
We have closed the gap between male and female employees in all quartiles apart from the Lower Middle. We recognise that we still have a larger male workforce, however we have increased the split of overall female representation from 30% to 34%. Our emphasis still requires more female attraction in all quartiles.

Percentage of staff receiving a bonus

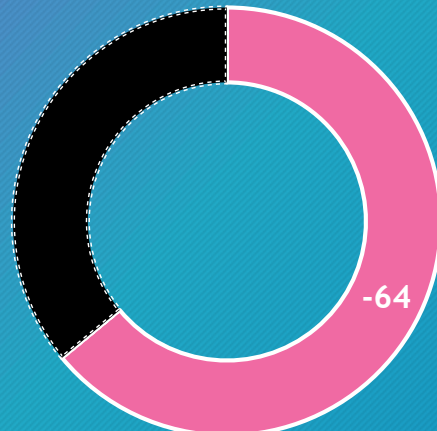


Last year 57% of female and 70% of male employees received a bonus. We have seen an increase of 15% in the mean bonus pay gap. On average, bonus payments to men are 28% higher than those paid to female employees.

Mean Bonus Gap %



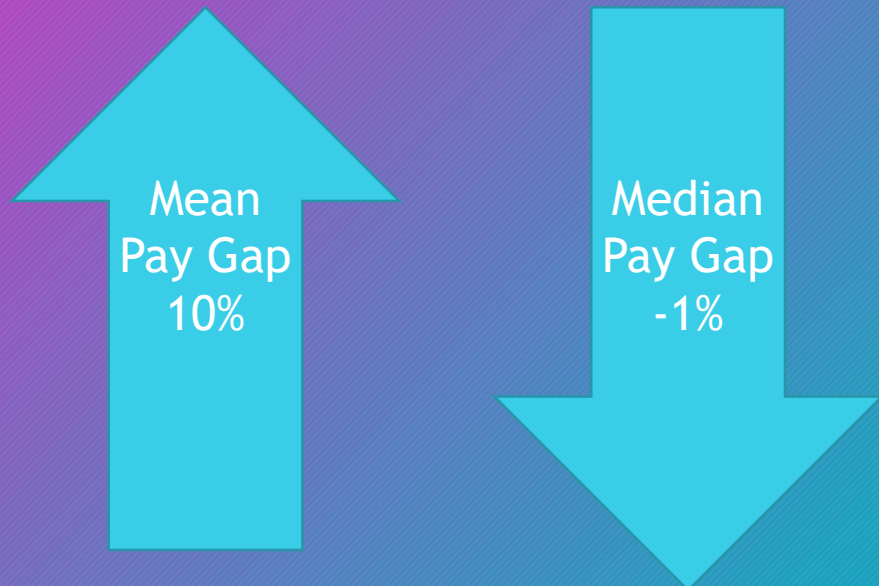
Median Bonus Gap %



This is due to having more male representation in departments that pay bonus, such as Sales and Warehouse Operations. The median bonus gap has reduced to -64% which suggests the median man now earns more bonus than last year, when it was -75%.

The median bonus paid to female employees is 64% higher than the median bonus paid to male employees.

Our Results



Our results show that although we are still committed to delivering pay neutrality the mean pay gap has increased to 10% and the median pay gap is now -1%. For every £1 the median man earns, the median woman now earns £1.01 at Buy It Direct Group.

The increase in mean pay gap could be due to the increase in female employees in the lower and lower middle quartiles. Whilst we have a fair recruitment process, this year our Graduate intake had a higher representation of females.