

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 newly introduced job family framework ensures consistency and fairness.

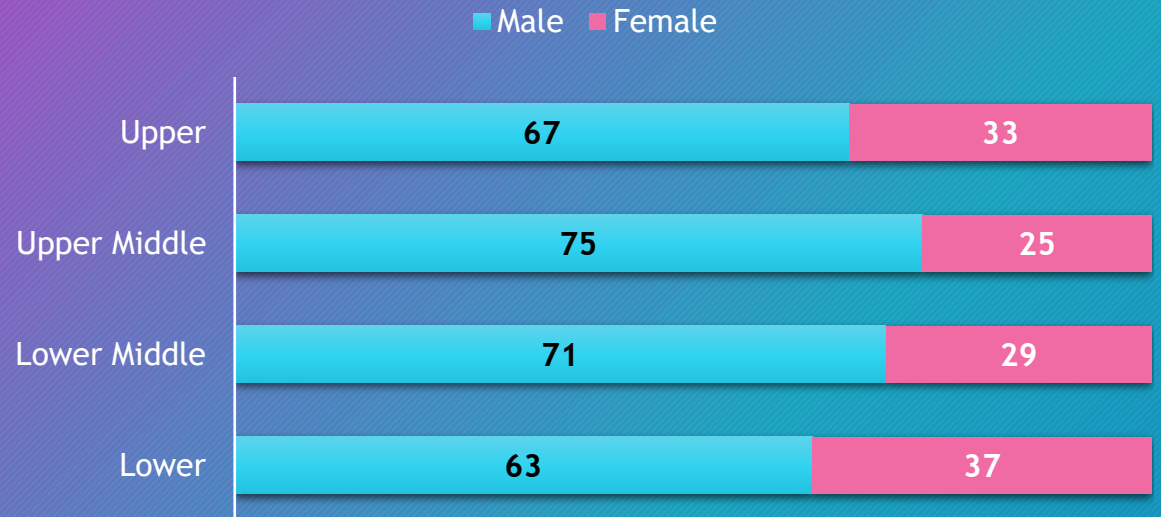
Achievements

Over the past year we have:

- Upskilled our existing teams through our Be Extraordinary and Be Inspiring development programmes.
- Continued to benchmark all salaries to ensure we pay in line with market rate.
- Internally promoted from our Graduate pool.
- Introduced hybrid working to enable flexibility across our non-operational roles.

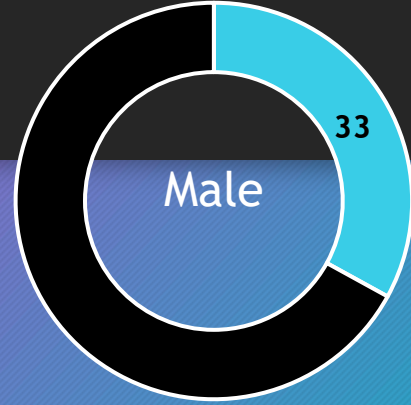
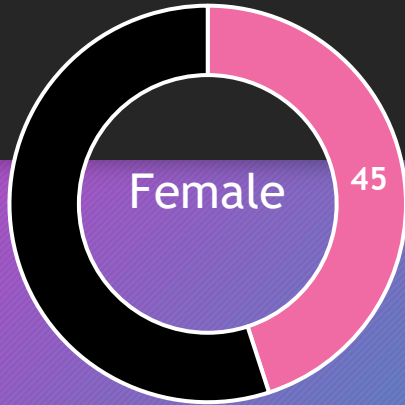
Our Results

Quartile Band Proportions - Male and Female Employees



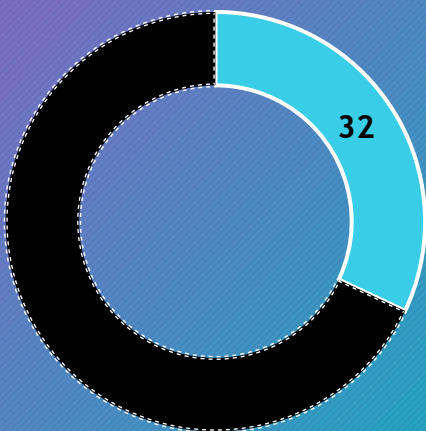
Our internal focus over the last 12 months has been on the development and retention of our graduate pool which has resulted in a positive increase of the Lower Middle-Income Quartile. Our other quartiles remain relatively stable.

Percentage of staff receiving a bonus

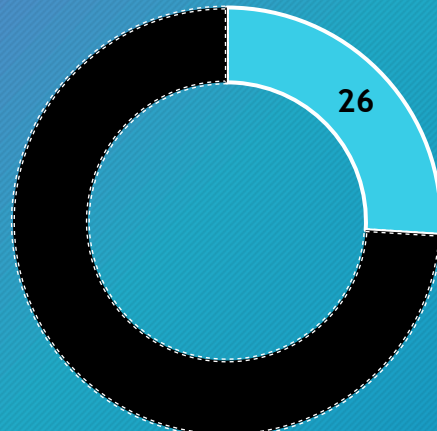


45% of female and 33% of male employees received a bonus. On average, bonus payments to men are 32% higher than those paid to female employees.

Mean Bonus Gap %



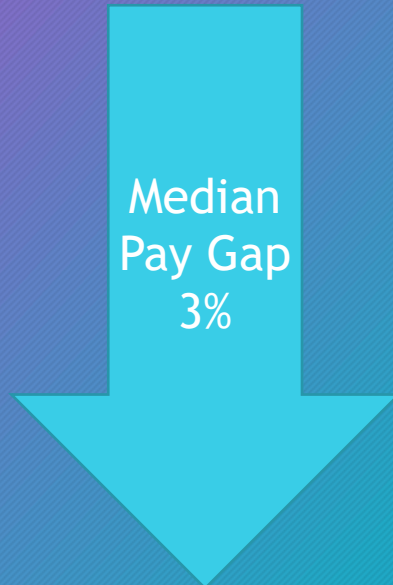
Median Bonus Gap %



The median bonus paid to male employees is 26% higher than the median bonus paid to female employees.

This could be due to having more male representation in departments that pay bonus, such as Sales and Warehouse Operations.

Our Results



Our results show that we are still committed to delivering pay neutrality and the mean pay gap has decreased to 2% and the median pay gap is now 3%. For every £1 the median man earns, the median woman now earns £0.97 at Buy It Direct Group.