

GENDER PAY GAP REPORT

2025

COSTCUTTER

SUPERMARKET GROUP

I am pleased to publish our gender pay gap report for 2025.

We continue to seek ways to improve our position wherever possible and it is positive to see a higher percentage of women joining the Talent Management program this year.

As an organisation we aim to manage our pay in a fair and equitable manner and utilise the opportunities arising from the gender pay gap reporting to support this. As part of our annual pay review in 2025 we will be looking at the practical next steps we can take to close the gender pay gap further.

Our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information Regulations 2017)


Dawood Pervez
Managing Director
Bestway Wholesale



Bestway is the UK’s 8th largest privately owned company with a wholesale division of 63 depots across the UK in addition to a van sales operation and retail division, employing more than 5000 colleagues nationwide

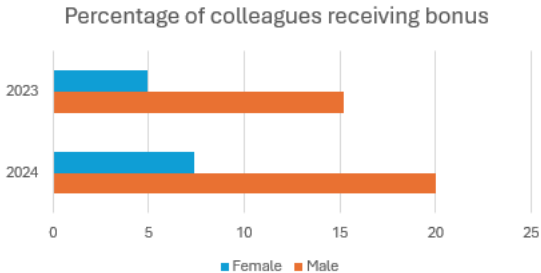
The following shows our Gender Pay Gap report for 2025, referencing the April 5th 2024 data in line with our statutory requirement.

Costcutter Supermarket Group (including Ebor Foodmarkets) is part of Bestway Wholesale and consists of 26 stores and Head Office support functions.

BONUS PAY GAP

The bonus pay gap reflects the % difference in bonus amounts paid in the year ending 4th April 2024.

	2024	2023
Mean bonus gap	32.72%	29.28%
Median bonus gap	54.65%	46.43%



The graph shows the % of men and women who received bonus within the same period.

As with our Gender Pay Gap, the Bonus Pay Gap is heavily influenced by the demographic of our work force being predominantly women in our Stores and junior Head Office functions. The majority of those eligible to receive a bonus are based in our support functions roles which are male dominated.

We will continue to look for opportunities to recruit and develop more women into senior roles across Stores and Head Office

GENDER PAY GAP

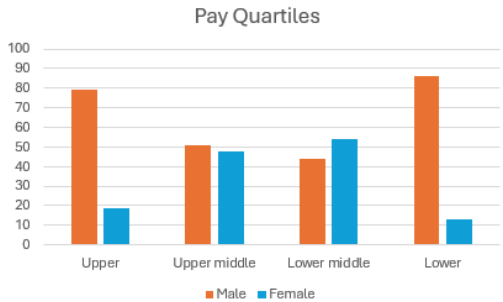
The gender pay gap is the difference between the average pay of men and women. For the purposes of the gender pay gap report, 2 measures of average pay are used:

Mean Gender Pay Gap: The difference between the average hourly earnings

Median Gender Pay Gap: The difference between the midpoints in the range of hourly earnings.

	2024	2023
Mean pay gap	28.51%	31.6%
Median pay gap	28.95%	25.73%

Gender pay gap: Mean	28.51%
Gender pay gap: Median	28.95%
% men/women in upper quartile	80.61% / 19.39%
% men/women in upper middle quartile	51.52% / 48.48%
% men/women in lower middle quartile	44.90% / 55.10%
% men/women in lower quartile	86.87% / 13.13%
Gender bonus gap: Mean	32.72%
Gender bonus gap: Median	54.65%
% of men who receive bonus	9.03%
% of women who receive bonus	3.94%



The graph shows the gender balance (%) within each pay quartile. The upper pay quartile contains the highest earners within the business, the lower pay quartile includes the lowest paid colleagues.

The data provided shows our Gender Pay Gap with reference to the pay period including the snapshot date of 5th April 2024.

CSG has a broadly balanced gender split, however stores roles which make up the majority of our workforce and our more junior head office roles are predominantly filled by women and this continues to have a significant impact on our Gender Pay Gap.