

# Gender Pay Gap Report April 2025



## Gender Pay Gap

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At Buzz, we are committed to creating a fair, inclusive workplace where everyone has the opportunity to develop and succeed. Our Gender Pay Gap Report is an important part of this commitment, helping us understand where progress has been made and where further action is needed.

This year, our **mean gender pay gap is 18.77%**, influenced by the higher number of men in senior and full-time roles. Our median gap remains low, reflecting broadly consistent pay for most comparable roles across the business.

Bonus gaps follow a similar pattern, with a **mean bonus gap of 62.22%** and a **median bonus gap of 36.74%**, linked to the distribution of senior positions and the fact that 68.5% of part-time roles are held by women.

Our quartile data continues to show more women in the lower and lower-middle bands due to the structure of our retail clubs, while the upper quartiles show limited movement, underlining the need to increase female representation in leadership.

Over the past year, we have taken meaningful steps to support greater inclusion and progression, including:

- Launching four colleague-led diversity and inclusion groups focused on women, LGBTQ+, race and disability.
- Relocating our digital team and business to Gibraltar.
- Introducing 'Elevate', a development programme with a near-equal gender split to support future progression.
- Investing in two new retail clubs in Northampton and Cricklewood.

We know there is more to do, and we remain committed to reviewing our recruitment, promotion and development processes to ensure equal opportunities for all colleagues. By continuing to focus on representation, development and inclusion, we are confident we can make sustained progress in reducing our gender pay gap.



**Dominic Mansour**  
Chief Executive Officer  
Buzz Group Limited

# Gender Pay Gap

## Hourly Pay Gap & Bonus Pay Gap

Gender Pay Gap is the difference in average earnings between male and female employees, regardless of their roles.

The Mean Gender Pay Gap shows that male employees earn 18.77% more than female employees, this is influenced as senior roles are predominantly held by male employees, which significantly contributes to the pay gap within the business.

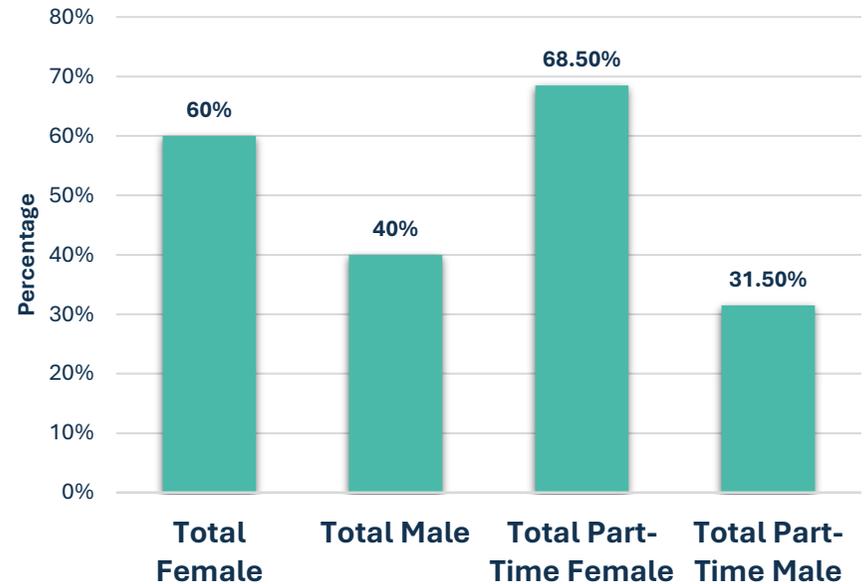


The Median Gender Pay Gap shows the difference between the middle pay rate for males and females, this is considered a more accurate reflection of the typical experience, especially when job roles vary widely.



Buzz workforce split:

### Workforce Split



# Gender Pay Gap

## Hourly Pay Gap & Bonus Pay Gap

Due to the nature of the business, we have a relatively small median pay gap, suggesting that most employees are paid similarly. However, the mean pay gap is larger due to the influence of the higher paid roles populated by male employees in full time roles, with fewer females in full time or leadership roles.

**Mean Bonus Pay Gap : 62.22%**

**(A decrease of 15.98% on last year)**

**Bonus Received Male 86%**

**Bonus Received Female 88%**

**Median Bonus Pay Gap : 36.74%**

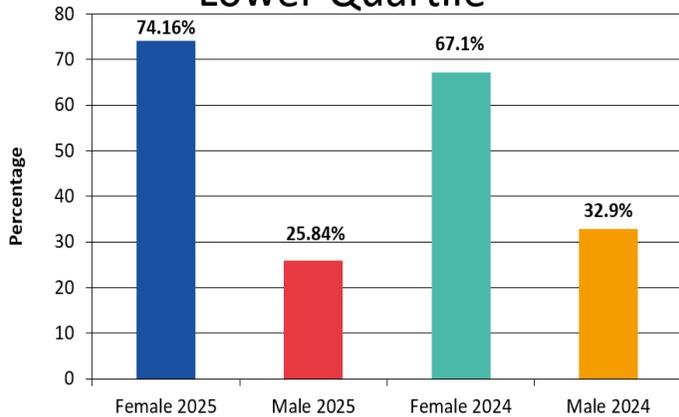
**(A decrease of 2.06% on last year)**

The Mean Bonus Pay Gap shows the difference in the average bonus paid to male and female employees. Our bonus mean gap of 62.22% shows that male employees receive 62.22% more than female employees. Again, this is influenced as senior roles are predominantly held by male employees.

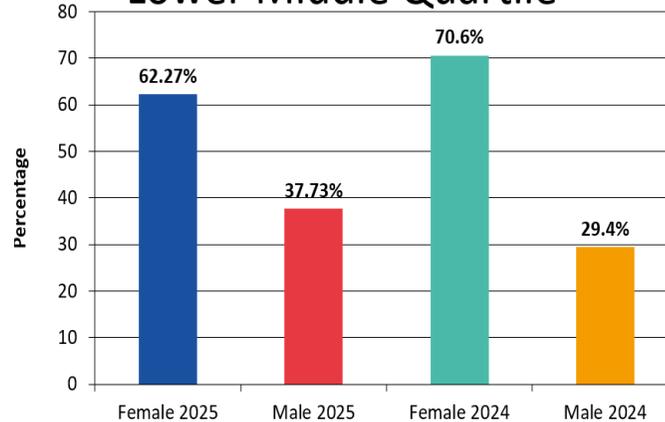
The Median Bonus Pay Gap shows the difference between the bonus paid to male and female employees. Our bonus median gap of 36.74% show female employees received lower bonus. This is considered a more accurate reflection of the typical experience, especially when 68.5% of females make up most part-time roles.

## Gender Pay Gap – Pay Quartiles

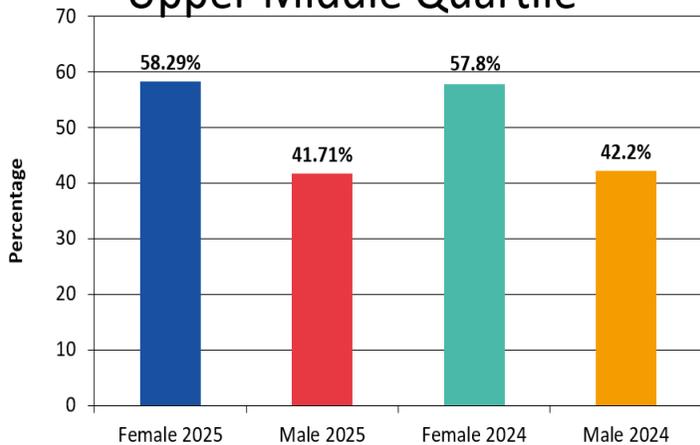
### Lower Quartile



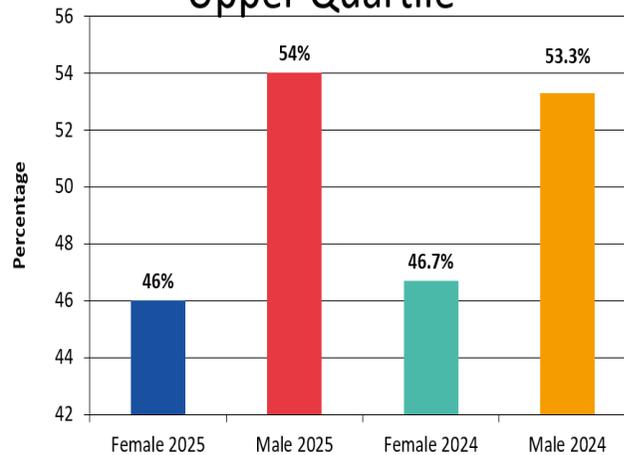
### Lower Middle Quartile



### Upper Middle Quartile



### Upper Quartile



For each quartile, we report the percentage of male and female within the respective salary bands. Our year-on-year data continues to show a higher percentage of female employees in the lower quartiles, primarily driven by a higher number of part time roles within our retail clubs.

In contrast, the upper quartiles show minimal movement from previous years. This is largely due to a concentration of senior roles being held by male employees, reflected in skills and experience within these positions.

We remain committed to reducing the gender pay gap over all quartiles. As part of our commitment, we continuously review our recruitment, promotion and development processes to ensure equal opportunities are accessible to all employees.

## Elevate – Developing our Leaders

We inspire and nurture our Support Centre Managers by delivering a development programme that will help them to be brilliant leaders.

### Programme aim:

To develop and deliver a 5-module leadership programme to **equip** our leaders with the **mindsets** **skillsets** and **tools** needed to lead their people effectively.



### A little more about the programme

- The Full Programme
- Over a period of 12 months you'll attend 5 Workshops.
- Each workshop is designed to build on your skills, knowledge and behaviours as we define Leadership here at Buzz.
- During your first workshop we'll start to uncover what we truly mean by leadership. We'll explore how the world of leadership is changing and you'll uncover what leadership means to you.
- Following on from there, we'll look at harnessing the power of innovation within your teams and being able to work together cross functionally to get the best out of people but also drive our business forward.
- You'll notice that we then pop back to leadership in Workshop 4 as we really dig into transformation and what will drive the leadership culture here at Buzz, with the final workshop focusing on consolidating all of your learning so far to enable you to manage your team.
- Workshop 1** Developing You
  - Workshop 2** Strategic Innovation
  - Workshop 3** Collaborating with intent
  - Workshop 4** Leading with Purpose
  - Workshop 5** Managing your Team

BUZZ Group

Module 1: Developing you (2 Consecutive Days)				
Leadership in today's world	Mindset & Belief	Dare to lead: Building Trust & Showing Vulnerability	Authentic leadership: Self-awareness & Connection	The Leader I want to be & Goal Setting
Module 2: Strategic Innovation (1 Day)				
Our Changing World	Buzz' Vision & Strategy	Innovation in Leadership	Managing Team Workload	Team Collaboration & Stakeholder Management
Module 4: Leading with purpose (1 Day)		Module 5: Managing your team (1 Day)		
Transformational Leadership	Story Telling	Managing Change	Managing team's performance in a hybrid world	Coaching & Feedback



## Introducing our...Inclusion Groups

Our Inclusion Groups enables us to continue to be committed to provide a safe environment that all colleagues are comfortable to be themselves and strive to do their best.



### BARRIER FREE BUZZ

We want Buzz to become a disability confident employer so that everyone understands there's a place for them here at Buzz.



### BUZZING WORLDWIDE

We are committed to a culture of diversity and inclusion. We will strive to be the ears, eyes and mouths for our colleagues of ethnic origin. We hear you; we see you and we will always speak up for you.

### EMPOWERHER

To create an inclusive business where women truly belong and can be themselves. A safe place for connection, learning and sharing, where lasting bonds are made, and women uplift each other to shine brighter together. Develop a strong network where every woman can thrive.



### FULL HAUS

We envision a Buzz-wide community where everyone regardless of sexual orientation, gender identity or expression are safe, valued, represented, included and equal.

