



# GENDER PAY GAP REPORT

April 2024



# Introduction - Gender Pay Gap April 2024



At Buzz, we are committed to building an inclusive and equitable workplace where everyone has the opportunity to thrive, regardless of gender. Transparency is a vital part of that commitment, and I welcome the opportunity to share our latest Gender Pay Gap Report.

This report goes beyond compliance—it reflects our values, our progress, and the work we still have ahead. While our gender pay gap is not the same as equal pay for equal work, it does highlight structural and societal factors that we take seriously. It is our responsibility to understand those factors and act decisively to close the gap.

Over the past year, we have made important strides, including maintaining our hybrid working model, which goes much further than most UK companies, enabling colleagues to work from home more, helping with many issues that can impact women more significantly. We have increased the representation of women in our senior leadership group and have launched a leadership development program across our retail sites and within our support centre with a focus on under-represented groups. But we recognise that progress must be continual, not occasional.

We remain focused on addressing the underlying causes of the pay gap—from the representation of women in senior roles to the barriers that may hinder career progression. Our goals are clear: to nurture talent at every level, ensure fairness in reward and recognition, and foster a culture where everyone feels seen, heard, and valued.

Thank you for taking the time to read this report. I encourage you to explore the data, the actions we're taking, and the ambition that drives us forward. Together, we can build a future of greater balance, opportunity, and equity.



Dominic Mansour  
Chief Executive Officer  
Buzz Group Limited

# Gender Pay Gap – Hourly Rates & Bonus Payments



Each year we are required to report the difference paid to males and females in the organisation that shows the average pay for the workforce at a specified date.

What is the Gender Pay Gap?

**Mean** – This is the difference between the average hourly pay rate between male and females. Our Gender Pay Gap is 19% which shows our male colleagues are currently paid more than our female colleagues, but this is often higher due to a small number of high paid colleagues.

**Median** – This is calculated using the middle pay rates which is more appropriate when you have such a high variance throughout the workforce. Our Median rate is 1.7%.

The split between our workforce is 61% female and 39% male, of which 66% females are part-time compared to 46% of male. The most senior roles are occupied with male colleagues which drives the biggest difference in the pay gap.



Hourly pay gap	
Difference in <u>Mean</u> hourly rate of pay (Decrease of 0.75% on last year)	19.00%
Difference in <u>Median</u> hourly rate of pay (Decrease of 0.2% on last year)	1.7%



# Gender Pay Gap – Hourly Rates & Bonus Payments



## Bonus Pay Gap –

What is the Bonus Pay Gap?

Mean – This is the difference in the average bonus pay paid to males and females. Our Bonus Mean gap is 78.2% showing that male colleagues receive a higher bonus. Again, this is reflected as a small number of high paid individuals.

Median – This is the difference in bonus pay paid to males and females. Our Bonus Median gap is 38.8% showing female colleagues receive a lower bonus.

Throughout the year we had in place several incentive schemes which allows our colleagues the opportunity to be rewarded more and receive bonuses on their achievements.

This year sees an increase in our bonus pay gap due some changes in the bonus scheme rules.



## Bonus pay gap

Bonus Mean – 78.2% (a increase of 11.9%)

Bonus Median – 38.8% (a increase of 9.6%)

Bonus Received Male – 87.7% (a decrease of 7.3%)

Bonus Received Female – 91.4% (a decrease of 4.8%)



# Gender Pay Gap – Pay Quartiles



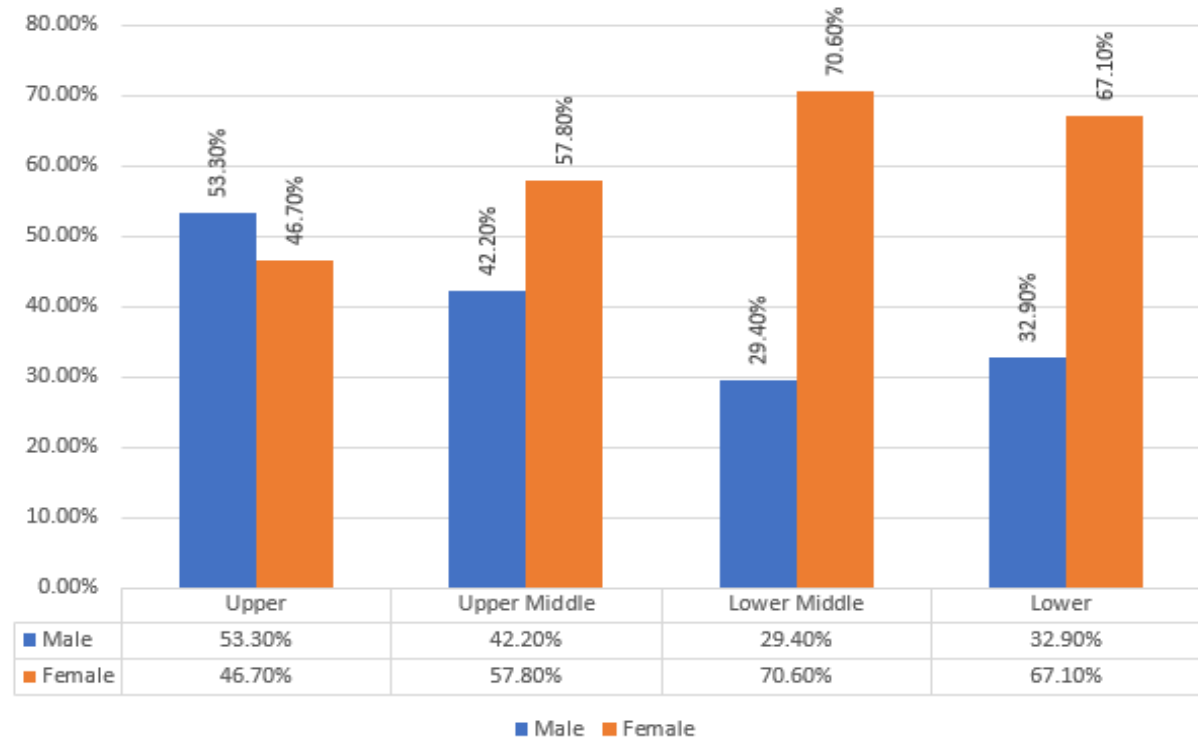
Each year we strive to reduce the pay gap for our colleagues, this year we have reduced the gap in both the Lower Middle and Lower quartiles with an increase in both. The majority of our female colleagues are in part time roles within our Retail clubs which is reflected in the figures below.

Each quartile shows the split when you order the hourly rate of pay from highest to lowest and group them into the four quartiles as show in the table below.

Our commitment is to continue to reduce the gap over all quartiles.

	Male	No of colleagues	Female	No of colleagues
Upper	53.3%	269	46.7%	236
Upper Middle	42.2%	213	57.8%	291
Lower Middle	29.4%	148	70.6%	356
Lower	32.9%	166	67.1%	339

Gender Pay Gap Quartiles



Remarkable  
People 

