Gender Pay Gap Report April 2026



Strictly Private & Confidential

Gender Pay Gap

At Buzz, we want everyone to have the opportunity to succeed. Gender pay reporting helps us measure our progress, remain transparent and focus on where we can do more.

I am pleased that our results continue to show positive long-term progress. Since we first reported in 2017, our mean gender pay gap has reduced from 25.4% to 16.2%, while our median gap remains low at 2.6%.

Our gender pay gap largely reflects the representation of women and men across different roles and levels within Buzz, rather than unequal pay for equal work. We remain focused on improving representation, particularly in senior and specialist roles, supported by our investment in talent and succession planning, leadership development, flexible working and inclusive recruitment.

We know there is more to do. We will continue to challenge ourselves and create an inclusive business where every colleague can thrive and have the opportunity to grow and succeed.

Thank you to all our colleagues for the contribution you make to Buzz every day.



Dominic Mansour
Chief Executive Officer
Buzz Group Limited

Gender Pay Gap

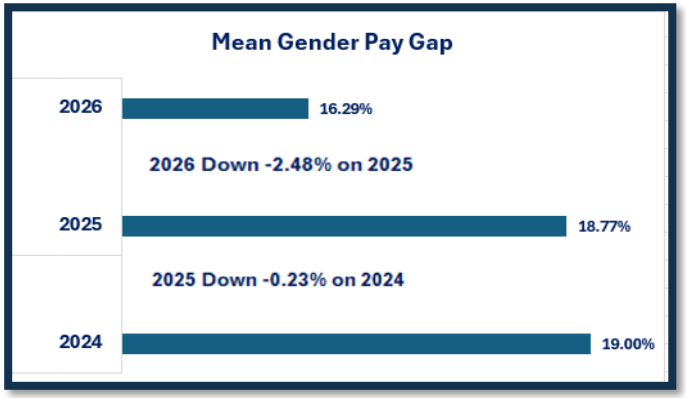
Hourly Pay Gap

The Gender Pay Gap measures the difference in average pay between male and female employees across the organisation.

Mean Gender Pay Gap 16.29%

The mean pay gap indicates that on average, male employees earn 16.29% more per hour than female employees. Over the past three years we are making some progress in reducing this gap, as highlighted in the figures below.

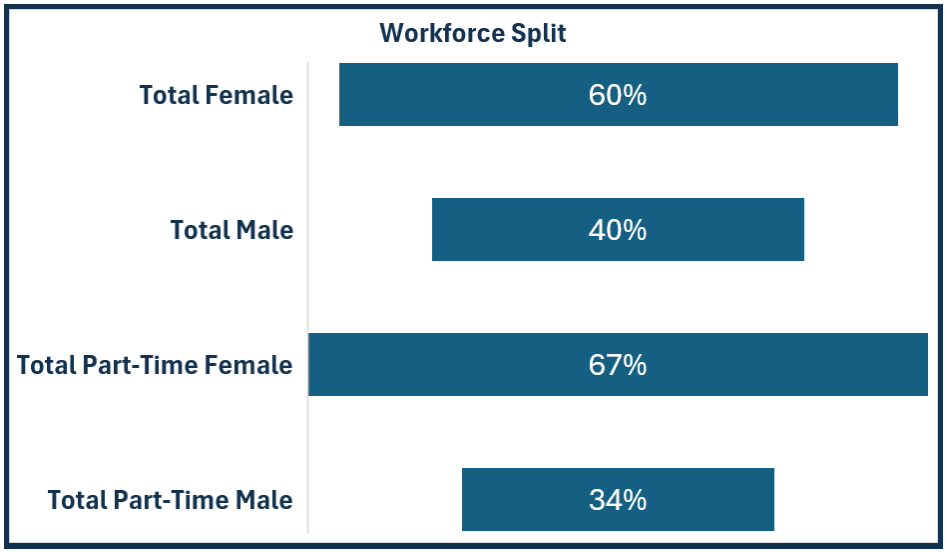
This gap is largely influenced by a higher proportion of male employees in senior roles. As these roles attract a higher level of salary it has an overall impact on the average pay between male and female employees.

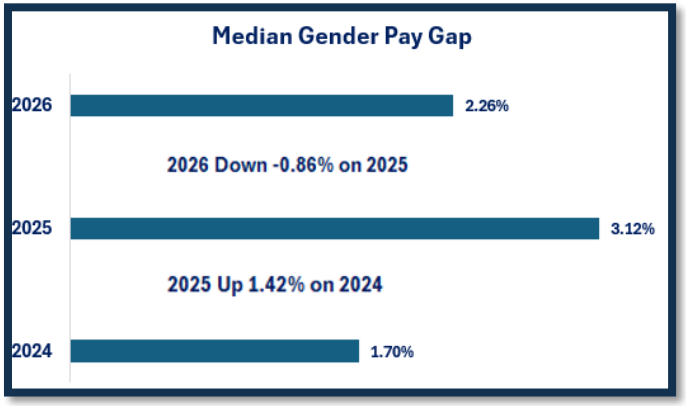


Median Gender Pay Gap 2.26%

The median pay gap compares the middle-paid male employees with the middle-paid female employees when ranked from lowest to the highest paid.

Buzz workforce split:





Gender Pay Gap

Bonus Pay Gap

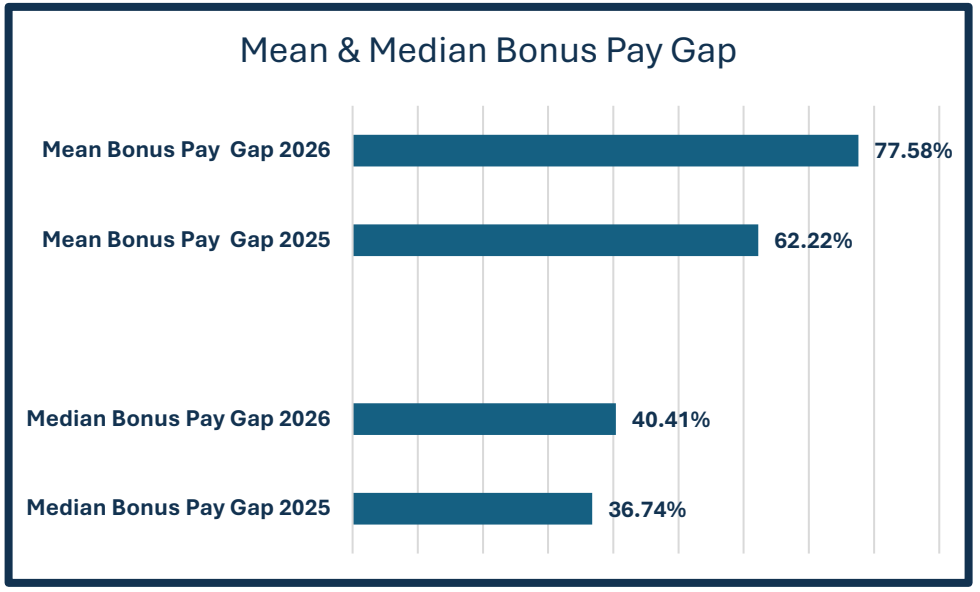
Mean Bonus Pay Gap 77.58% (Increase of 15.36% against 2025)

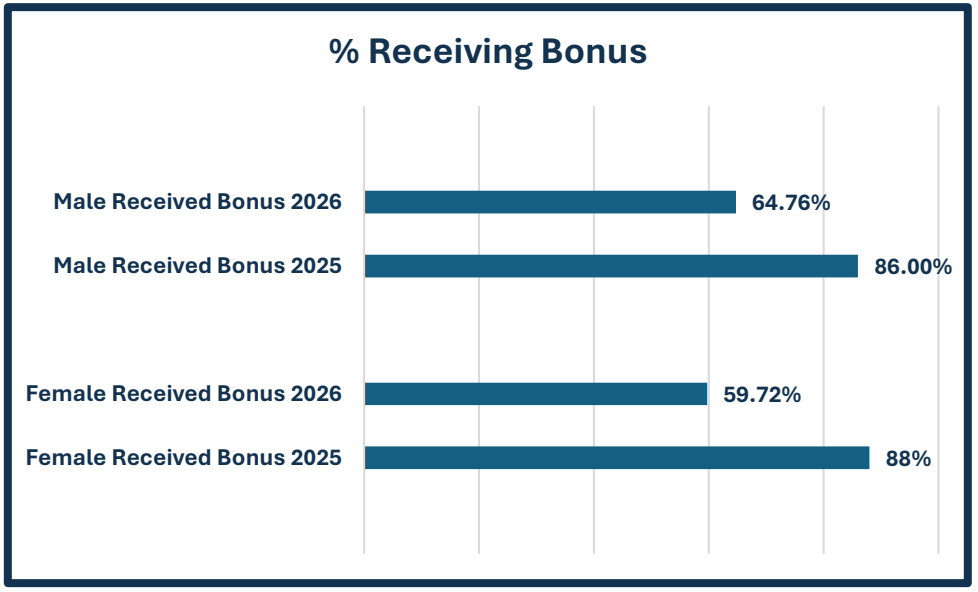
Median Bonus Pay Gap 40.41% (Increase of 3.67% against 2025)

This year's bonus pay gap has increased due to additional bonuses paid around projects carried out in the business.

The mean bonus pay gap measures the difference in the average bonus paid to male and female employees. Our mean bonus gap of 77.58% indicates that on average, male employees received a higher bonus than female employees. This is influenced by male employees predominantly employed in senior roles and calculations linked to salary, hours & roles.

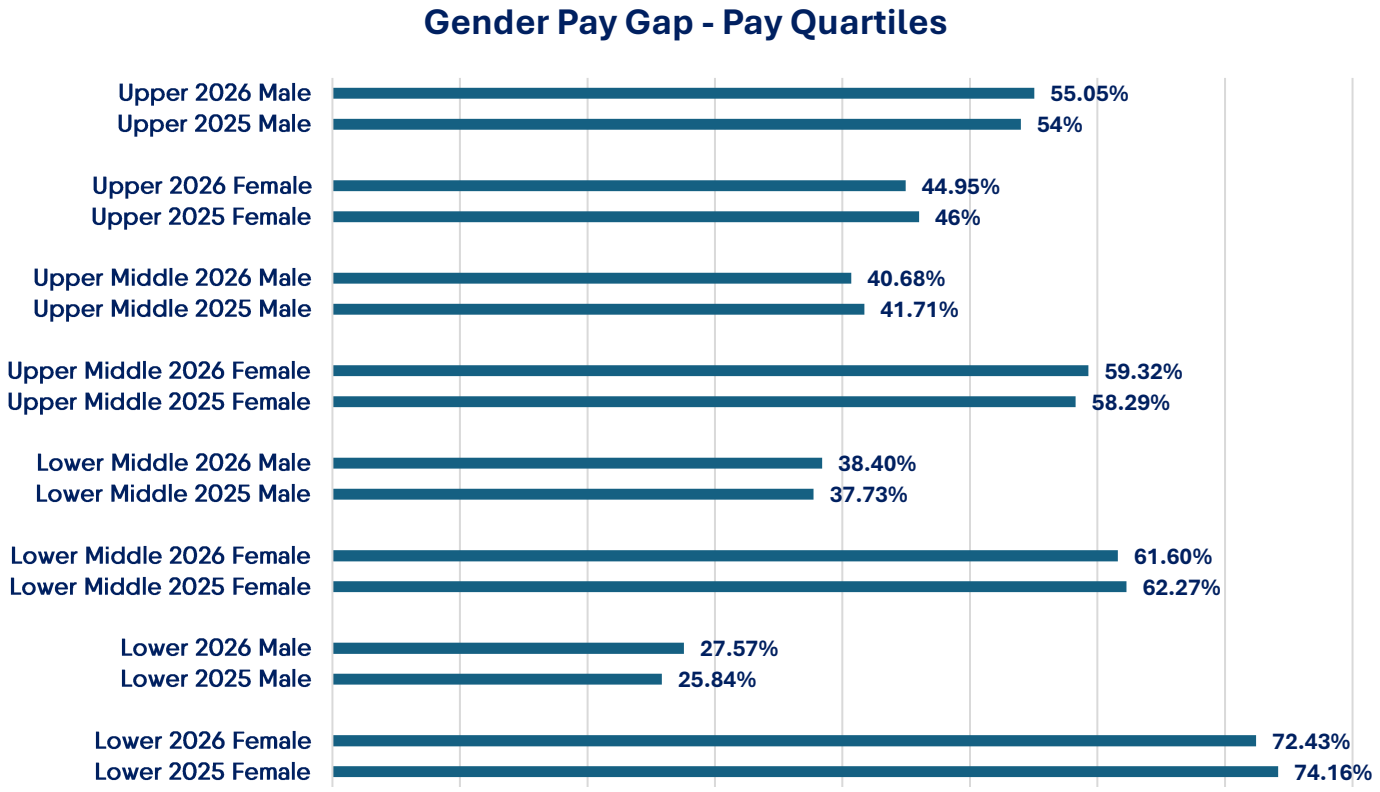
The median bonus pay gap measures the difference between the middle bonus values paid to male and female employees. Our median gap of 40.41% show female employees received lower bonus than male employees at the midpoint. This is influenced by 67% of female employees occupying part-time roles, which impacts on the bonus payment calculated as a percentage. As a result, the typical bonus received by female employees is lower than by male employees.





Gender Pay Gap – Pay Quartiles

Each quartile shows the percentage of male and female within each pay quartile. Year-on-year data continues to show a higher percentage of female employees in the lower pay quartiles, primarily driven by a greater number of part-time roles within our retail clubs.
In contrast, the upper pay quartiles have seen minimal movement when comparing against previous years. This is largely due to the number of senior positions being held by male employees, reflected in skills and experience within these positions.
Our commitment is to reduce the gender pay gap over all quartiles. To help support our approach, we will continue to review our recruitment, promotion and development processes to ensure that equal opportunities are accessible to all employees across all levels of the business.

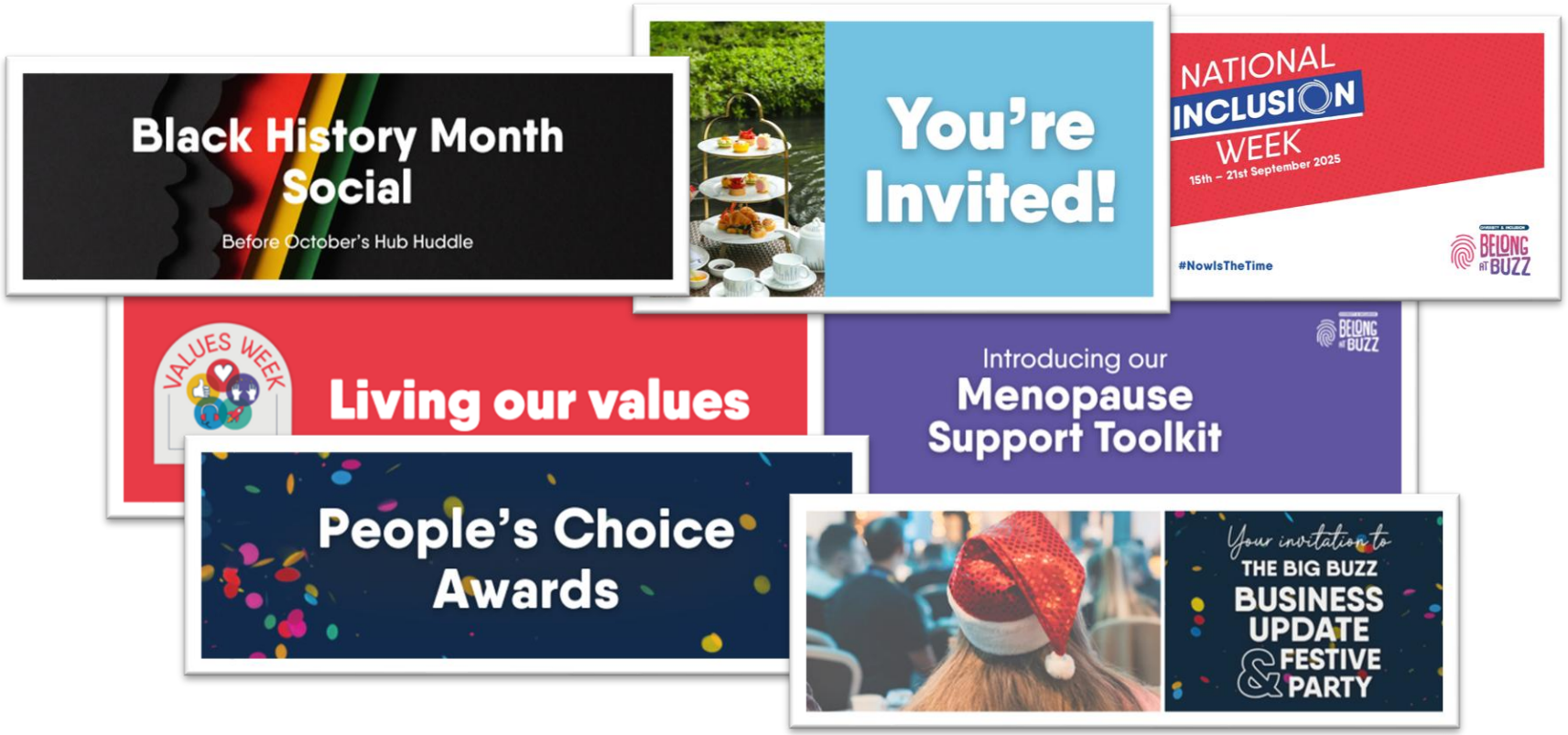


Belong at Buzz

Alongside our commitment in reducing our Gender Pay Gap, we are always looking at ways to enhance the working environment for colleagues, ensuring everyone feels valued, included and that they belong at Buzz.

Creating an inclusive culture remains one of our key priorities and throughout the year we've celebrated and supported a number of initiatives aimed in ensuring diversity and inclusion.

Some examples of projects and achievements delivered in the last twelve months.



Apprenticeships

BUZZ Group.

BUZZBrights. Apprenticeships



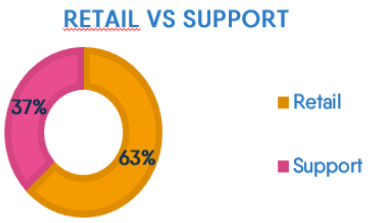
We invite all colleagues to unlock their career potential with an apprenticeship.

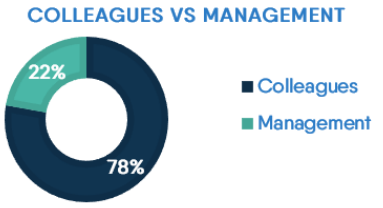
Our colleagues can gain and build real-world practical experience, develop new skills and knowledge, and achieve a recognised qualification all while continuing to work through an apprenticeship.

With a wide range of programs available at Level 3 and Level 5, we offer something to suit all career paths or simply give colleagues the opportunity to gain their next qualification.

29 Apprenticeships are currently active with colleagues across Buzz. 5 Apprenticeships completed.







Future Landscape:
Exploring Qualifications for:
- AI: to boost workforce productivity through the adoption of AI tools
- Data: Core data fundamentals from collection through to reporting up to deep dive data engineers.