



Gender Pay Gap Statement

Most roles within our business have a standard rate of pay – this helps to reduce the gap. We are continuously reviewing and refining our recruitment and development strategies, a key theme of both of these initiatives is equal opportunities for everyone, regardless of gender.

We are proud to be one of the UK's best performing companies with regards to the gap for pay between genders.

Mean Pay Gap	8%
Median Pay Gap	-1%
Mean Bonus Gap	49%
Median Bonus Gap	10%
%Men receiving Bonus	40%
%Women receiving Bonus	55%

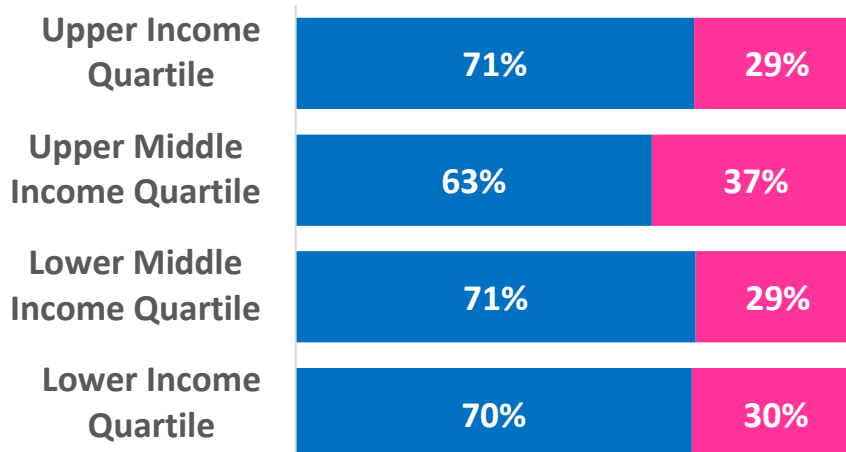
Proportion of Males and Females per quartile

	Male	Female
Lower Income Quartile	70%	30%
Lower Middle Income Quartile	71%	29%
Upper Middle Income Quartile	63%	37%
Upper Income Quartile	71%	29%

Hourly Earnings By Gender

■ For every £1 the median man earns, the median woman earns £1.01

■ 31% of employees are women



If you have any questions about our gender pay gap please contact us at careers@buyitdirect.co.uk.