

INTRODUCTION

INDUSTRY BACKGROUND

Boughey Distribution Limited (“Boughey Distribution”) is a Warehousing and Distribution Company operating 24/7.

As at April 2025 the Company employed 908 with 482 employees (53.08%) within Warehouse operations positions, 257 (28.30%) within driving positions. The remaining 18.62% of employees are within Management, Supervisory and Administrative roles.

There are currently 33 employees working part time; 22 (2.42%) male and 11 (1.21%) female.

This report contains the Gender Pay Gap for Boughey Distribution in line with The Equality Act 2010 (Gender Pay Information) Regulations 2017.

The Company operates in an industry which is typically male dominant due to the type and nature of roles. During 2025 the Company has gained some success in attracting females into some of the roles which previously have only attracted male applicants.

The Company is committed to providing equal opportunities to all employees and continues to offer roles on a flexible basis; examples include part-time working, alternative working hours and term time working arrangements and compressed hours.

GENDER PROFILE

The gender profile for Boughey Distribution at April 2025 was as follows: -

- Male 735
- Female 173
- Total number of employees 908

AVERAGE (MEAN) GENDER PAY REPORT

The difference in mean (average) hourly rate pay between male and female employees is 18.03%

MEDIAN (MIDDLE) GENDER PAY REPORT

The difference in median (middle) hourly pay between male and female full pay employees is 12.56%

BONUS PAYMENTS

- a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was 30.33%
- b) The difference between the median (middle) bonus pay paid to males and that paid to females was 0%

- c) The proportions of male and female employees who received bonus pay was 57.01% male and 54.91% female

Narrative:

- 514 employees received a bonus payment during the preceding 12 months. 419 (81.52%) were male and 95 (18.48%) females.
- Twenty one recipients of a bonus payment held a part time position at the date payment was made.
- QD contains the higher salaries and most senior managers therefore average bonus payments are higher.

The difference between the middle bonus paid to males and that paid to females is £0.

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

The proportions of male and female full pay employees in the lower, lower middle, upper middle and upper quartile bands were as follows:

Quartile	Female	Male
QD Upper (75 – 100%)	7.18%	92.82%
QC Upper middle (50-75%)	11.48%	88.52%
QB Lower middle (25–50%)	28.57%	71.43%
QA Lower (0-25%)	28.57%	71.43%

Narrative:

- Of the total full pay employees 81.03% were male and 18.97% were female.
- There are 0 females in a senior management position within band QD and 3 males.
- There are 35 middle management roles in QD of which 6 are held by females and 29 males. This represents a 17.14%/82.86% split.
- The majority of administrative roles are within QB of which 35 (74.47%) are held by females and 12 (25.53%) by males.
- Each band contains a higher proportion of males than females.
- The biggest pay gap between male and female is in within QD which contains the most senior positions within the Company.

Statement of Accuracy

As Managing Director of Boughey Distribution Limited, I hereby confirm that the above report is accurate to the best of my information, knowledge and belief.



Tim Moran
Managing Director
Boughey Distribution Limited