

Gender Pay Gap Report

As at the snapshot date of 05/04/2025

Gender pay report

Introduction

Nisbets is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data for this report has been gathered using the data measure point 5th April 2025.

The data points we are required to report are:

1. The gap (expressed as a percentage) in terms of the mean and the median hourly rates between male and female colleagues in our organisation.

At Nisbets the mean (average) female colleague's hourly rate is 11.24% lower than that of a male and the median hourly rate is 6.53 lower.

2. The gap in terms of the mean and median bonuses paid to male and female colleagues in our organisation.

The mean female colleague's bonus rate is -15.87% lower than the that of a male whilst the median bonus rate is 16.67% lower.

3. The actual proportion of male and female colleagues who received a bonus.

The proportion of all female colleagues receiving a bonus is 93.24% whilst the proportion of all male colleagues receiving a bonus is 93.18%.

4. The proportion of male and female colleagues in each quartile of our organisation's pay structure.

Female colleagues occupy 36.7% of the highest paid jobs and 60.8% of the lowest paid jobs.

Lower hourly pay quartile (lowest paid)	Men 39.2%, Women 60.8%
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Lower middle hourly pay quartile	Men 57%, Women 43%
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Upper middle hourly pay quartile	Men 62.3%, Women 37.7%
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Upper hourly pay quartile (highest paid)	Men 63.3%, Women 36.7%
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5. Within Nisbets the data shows that at the point of measure, 5th April, the gender split of Nisbets Limited is:

- o 44.54% Women
- o 55.46% Men

6. Please use the link below to view the Bunzl GPG report

<https://www.bunzl.com/sustainability/sustainability-reporting/>

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The Gender split as at the data measure point is

Male	Female
55.46 %	44.54%

Pay and Bonus Gap

Mean Gender Pay Gap	the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	11.24 %				
Median Gender Pay Gap	the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	6.53 %				
Mean Bonus Gap	the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	-15.87 %				
Median Bonus Gap	the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	16.67 %				
Bonus Proportions	the proportions of male and female relevant employees who were paid bonus pay during the relevant period	<table style="width: 100%; text-align: center;"> <thead> <tr> <th style="color: #000080;">Male</th> <th style="color: #FF0000;">Female</th> </tr> </thead> <tbody> <tr> <td style="background-color: #000080; color: white; padding: 5px;">93.18 %</td> <td style="background-color: #FF0000; color: white; padding: 5px;">93.24 %</td> </tr> </tbody> </table>	Male	Female	93.18 %	93.24 %
Male	Female					
93.18 %	93.24 %					

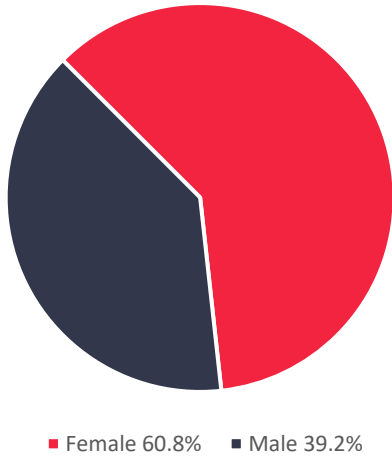
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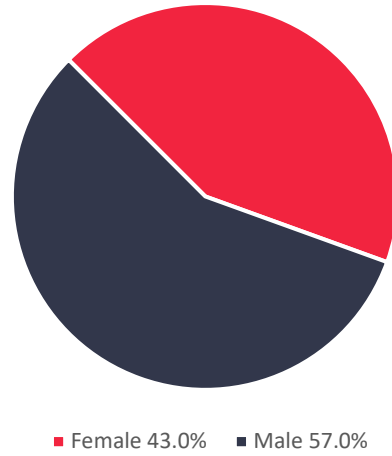
Quartile Pay Bands

the proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

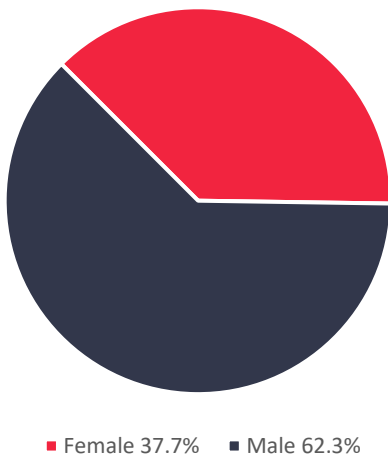
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

