

## **INTRODUCTION**

NWF Group plc is a specialist distributor of Fuel, Food and Feed across the UK.

As at April 2018 NWF Group employed 966 employees (excluding non executives) across 3 trading divisions and within its Group Head Office.

Due to the diverse nature of the trading businesses the type of roles in which employees reside are different albeit there is synergy throughout the divisions in relation to Management, Administration and Driving roles.

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

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

## **GENDER PROFILE**

The gender profile for NWF Group plc at April 2018 was as follows: -

- Male 803
- Female 163
- Total number of employees 966

Within the data there are 33 employees working part time of which 11 (1.14%) are male and 22 (2.28%) female.

## **AVERAGE (MEAN) GENDER PAY REPORT**

The difference in mean (average) hourly rate pay between male and female employees is 17.41%

## **MEDIAN (MIDDLE) GENDER PAY REPORT**

The difference in median (middle) hourly pay between male and female full pay employees is 10.36%

## **BONUS PAYMENTS**

- a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was 80.56%
- b) The difference between the median (middle) bonus pay paid to males and that paid to females was 70.00%
- c) The proportions of male and female employees who received bonus pay was 8.34% male and 25.15% female

**Narrative:**

- 108 employees received a bonus payment during the preceding 12 months. 67 (62.04%) were male and 41 (37.96%) female.
- One recipient of a bonus payment held a part time position at the date payment was made.
- QD contains the higher salaries and most senior roles therefore average bonus payments are higher.

The difference between the middle bonus paid to males and that paid to females is £3,500.

**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%)	10.79%	89.21%
QC Upper middle (50-75%)	14.94%	85.06%
QB Lower middle (25–50%)	18.60%	81.40%
QA Lower (0-25%)	23.14%	76.86%

**Narrative:**

- 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 roles within NWF Group.

**Statement of Accuracy**

As Chief Executive of NWF Group plc, I hereby confirm that the above report is accurate to the best of my information, knowledge and belief.



**Richard Whiting  
Chief Executive  
NWF Group Plc**