

INTRODUCTION

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

As at April 2025 NWF Group employed 1529 employees (excluding non-executives) across its businesses and 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 2025 was as follows: -

- Male 1177
- Female 352
- Total number of employees 1529

Within the data there are 57 employees working part time of which 29 (1.90%) are male and 28 (1.83%) female.

AVERAGE (MEAN) GENDER PAY REPORT

The difference in mean (average) hourly rate pay between male and female employees is 10.59%

MEDIAN (MIDDLE) GENDER PAY REPORT

The difference in median (middle) hourly pay between male and female full pay employees is 12.03%

BONUS PAYMENTS

- a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was 13.73%
- b) The difference between the median (middle) bonus pay paid to males and that paid to females was -67.57%
- c) The proportions of male and female employees who received bonus pay was 60.47% male and 68.94% female

Narrative:

- 872 employees received a bonus payment during the preceding 12 months. 650 (74.54%) were male and 222 (25.46%) female.
- Forty recipients 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 -£202.72

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%)	18.62%	81.38%
QC Upper middle (50-75%)	15.19%	84.81%
QB Lower middle (25–50%)	20.92%	79.08%
QA Lower (0-25%)	38.00%	62.00%

Narrative:

- Each band contains a higher proportion of males than females.
- The biggest pay gap between male and female is in within QC.

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.



**Chris Belsham
Chief Executive
NWF Group Plc**