

# Gender Pay Report 2025



Dale Stokes, Managing Director, Bunzl UK & Ireland

“Our gender pay data is an important reminder of the work still ahead. We are committed to taking meaningful action, improving representation at all levels, and ensuring Bunzl remains a fair, inclusive and supportive place for every colleague to unlock their unlimited potential.”

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers in Great Britain with more than 250 employees to report on their gender pay gaps as at 5 April in each year.

In the Bunzl UK and Ireland business area, we are reporting for three business entities: Bunzl UK Limited (“BUK”), Workwear Express Limited (“WWE”) and Nisbets Limited (“Nisbets”). This report sets out the Gender Pay Gap Reporting requirements for each.

We remain committed to the diversity and inclusion agenda. This includes monitoring and understanding the data we are required to report, and we support the government’s commitment to address gender pay gaps.

In Bunzl, Diversity, Equity, Inclusion and Belonging (“DEIB”) are essential pillars of the success and sustainability of our business. We remain committed to embracing diverse perspectives in our decision making, continuing to encourage more women into leadership roles through focused and targeted activities (including, for example, giving all high-potential females an internal or external mentor); ensuring that we consider female candidates for senior leadership roles and continuing the work of our “Inspiring Women in Bunzl” and “Inspiring Women in Nisbets” networks.

Our “Inspiring Women in Bunzl” group, first established in 2019, now enters its seventh year. Having reached a number of its initial goals, including awareness and accountability at a senior leadership level, IWIB now provides thought leadership to all companies throughout the business, supporting the delivery of our wider diversity and inclusion goals as well as the overall People Strategy. 33% of our senior

leadership roles in the UK & Ireland operating companies are held by women which demonstrates that the initiative is making a difference, as the benefits of more balanced leadership teams are embraced.

The mean gender pay gap in BUK shows a small difference in favour of men, as was the case in the previous reporting year. The mean gender bonus pay gap has decreased by a very small number since 2024 and is still indicative of the fact that there are more men in the third and fourth pay quartiles and holding senior leadership positions than women.

The mean gender pay gap in WWE shows a small difference in favour of men in 2025. The mean gender bonus pay gap has increased in favour of men in 2025, which is indicative of the fact that there has been a change in the gender composition in the senior leadership population. As this entity is relatively small in headcount, a slight shift in gender composition will have a more marked impact on the pay gap reported.

The mean gender pay gap at Nisbets is broadly consistent with 2024 and the gap in favour of men is reflective of the high proportion of roles in the upper pay quartiles being held by men, whereas the majority of roles in the lowest pay quartile are held by women. The mean gender bonus pay gap shows a difference in favour of women. This is reflective of locally applied bonus schemes which, in one business unit in particular, affected more women than men.

In BUK the percentage of men and women receiving a bonus remains broadly comparable, with the gap remaining in favour of women since 2024. In WWE, more women than men received a bonus in 2025. In Nisbets, the percentage of men and women receiving

a bonus is directly comparable. For all business entities, the expectation is that year on year, the increases or decreases in the percentages of both males and females receiving a bonus depends on the achievement (or otherwise) of performance metrics that result in bonuses being paid.

The proportion of men and women in each quartile in BUK remains broadly consistent with the previous years’ reporting for this entity. Most roles in the first quartile are driver and warehouse positions and are held predominately by men. In the quartiles above there are more roles held by women and these include the sales and customer service positions. These roles are more highly paid than the warehouse and driver roles and attract a larger proportion of performance-related pay. The proportion of women in the upper pay quartile is broadly consistent with 2024, and we continue to focus on increasing the proportion of women holding managerial and leadership roles.

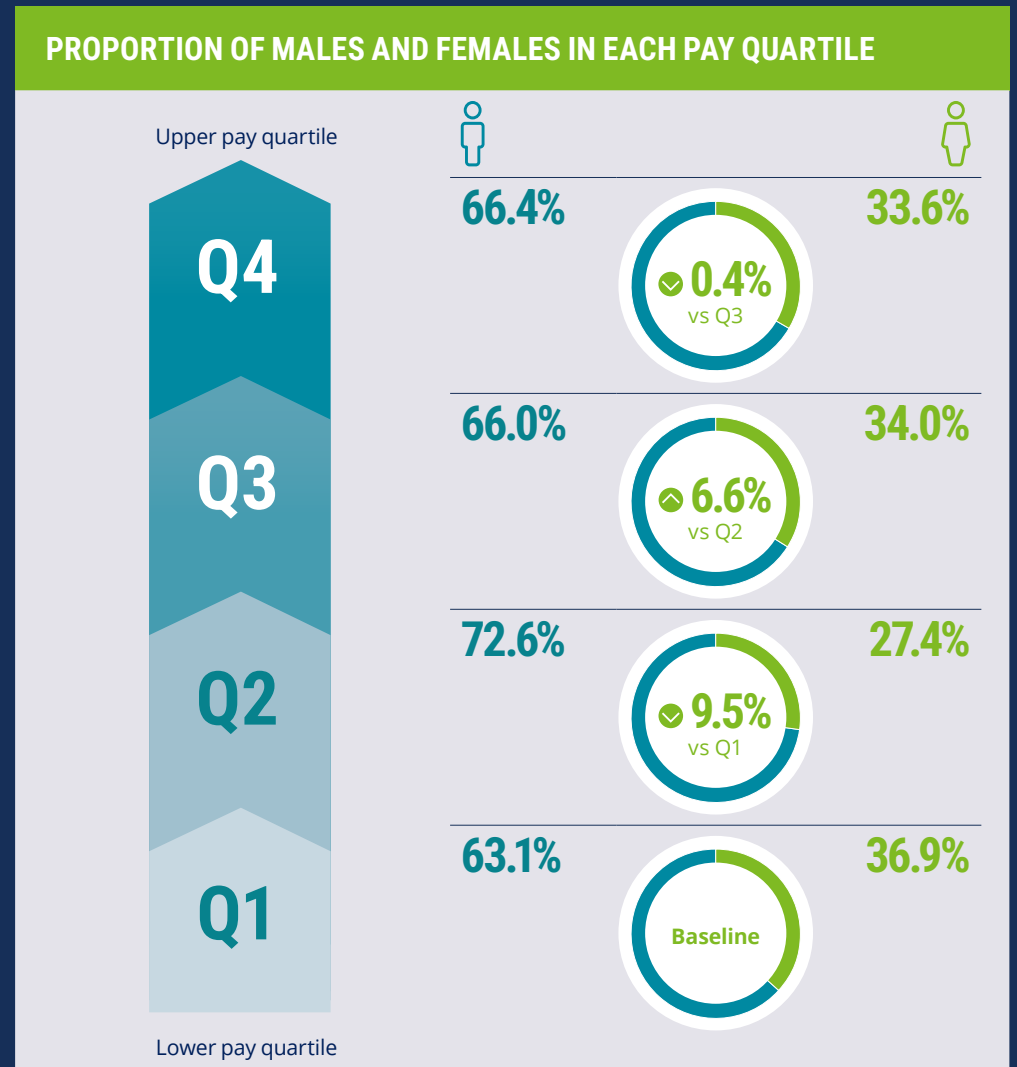
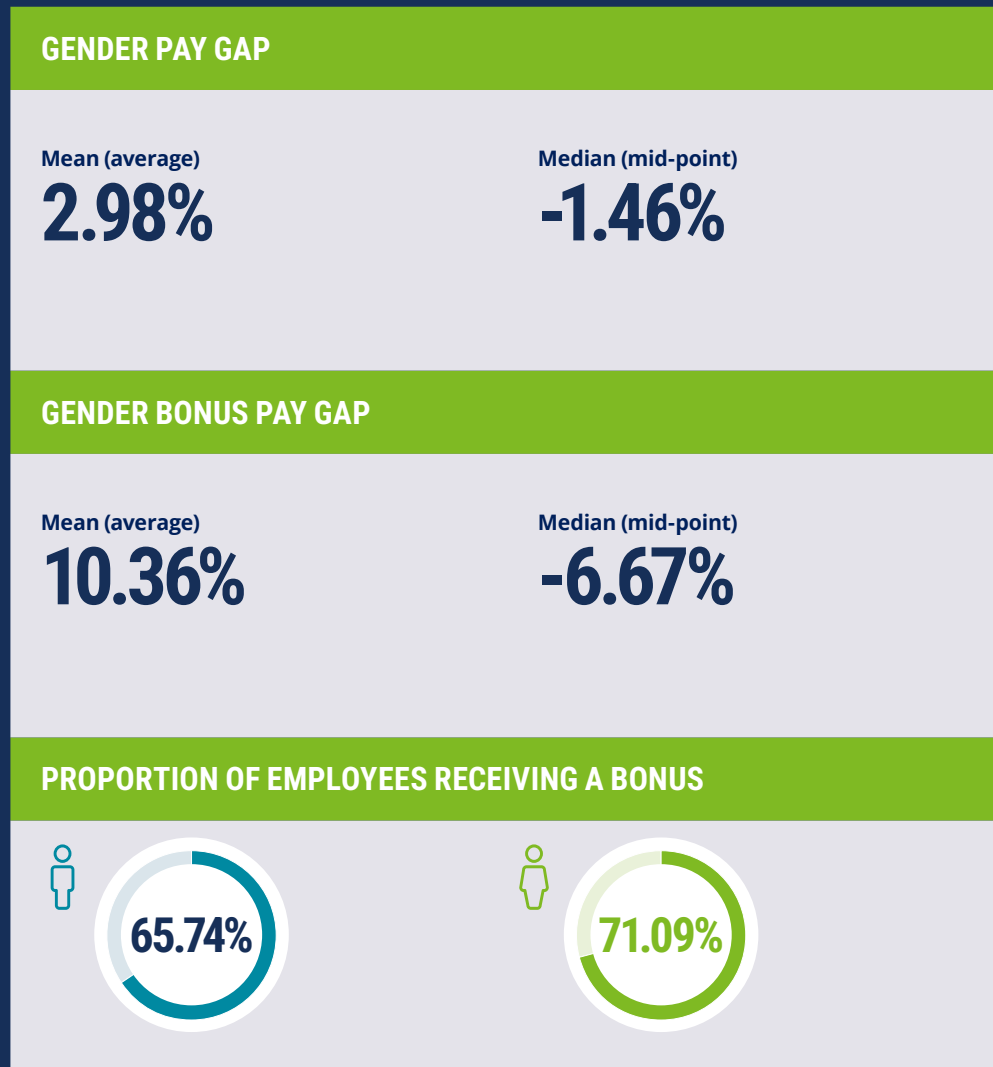
In WWE, the upper quartile shows a broadly balanced split between men and women, while the upper-middle quartile has a higher proportion of women. There has been a shift in the first two quartiles, with an increased number of men now holding roles in these areas including machine operation roles. In the third quartile, women continue to be more strongly represented, reflecting the distribution of sales and customer service positions. In the upper quartile, there has been a slight increase in the number of men holding the senior leadership positions. This, and the increase in the number of men in the first two quartiles has driven the closing of the mean gender pay gap in favour of men.

In Nisbets, the proportion of men and women in each pay quartile is broadly similar to 2024, with more women holding roles in the lowest pay quartile. More men than women hold roles in all other quartiles and Nisbets is focused on growing the proportion of women in leadership and managerial roles, in order to close the gender pay gap overall.

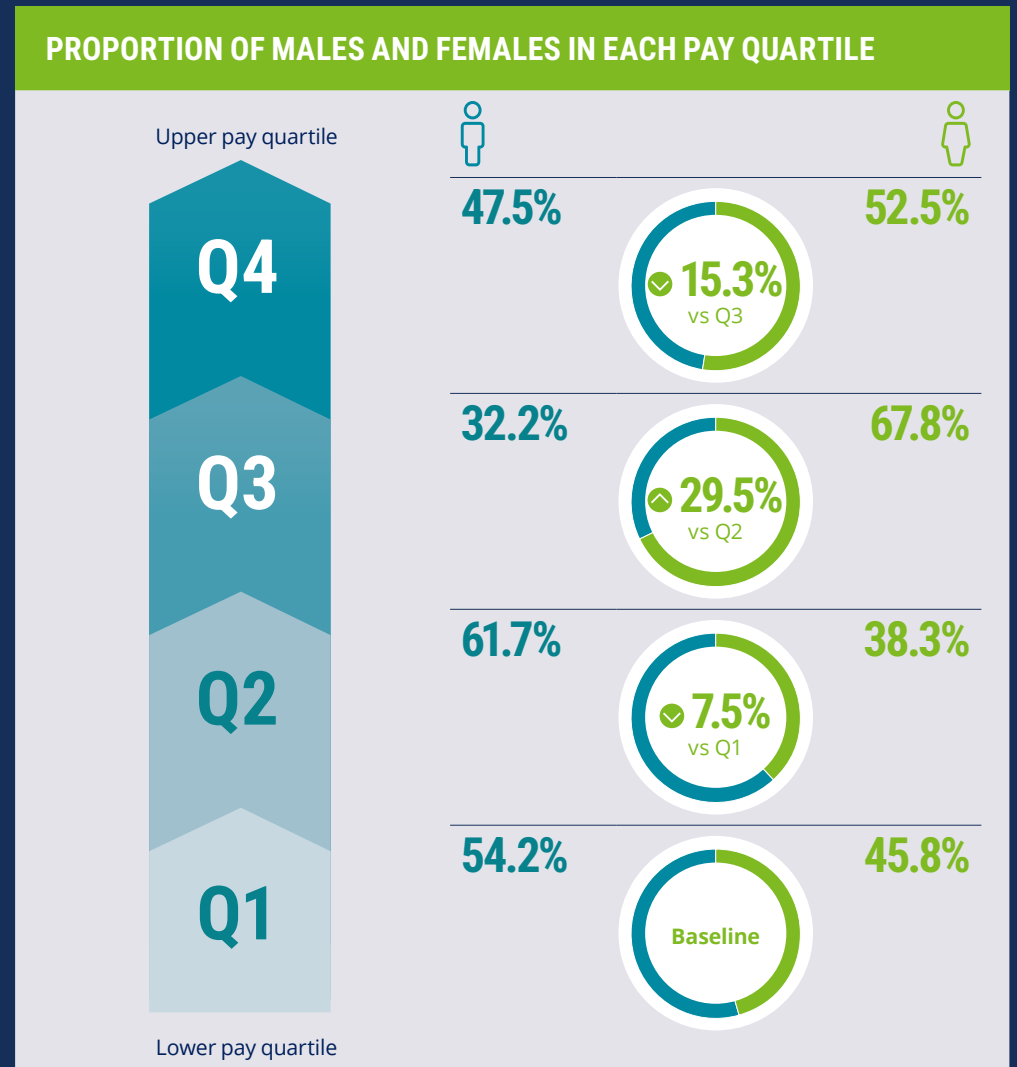
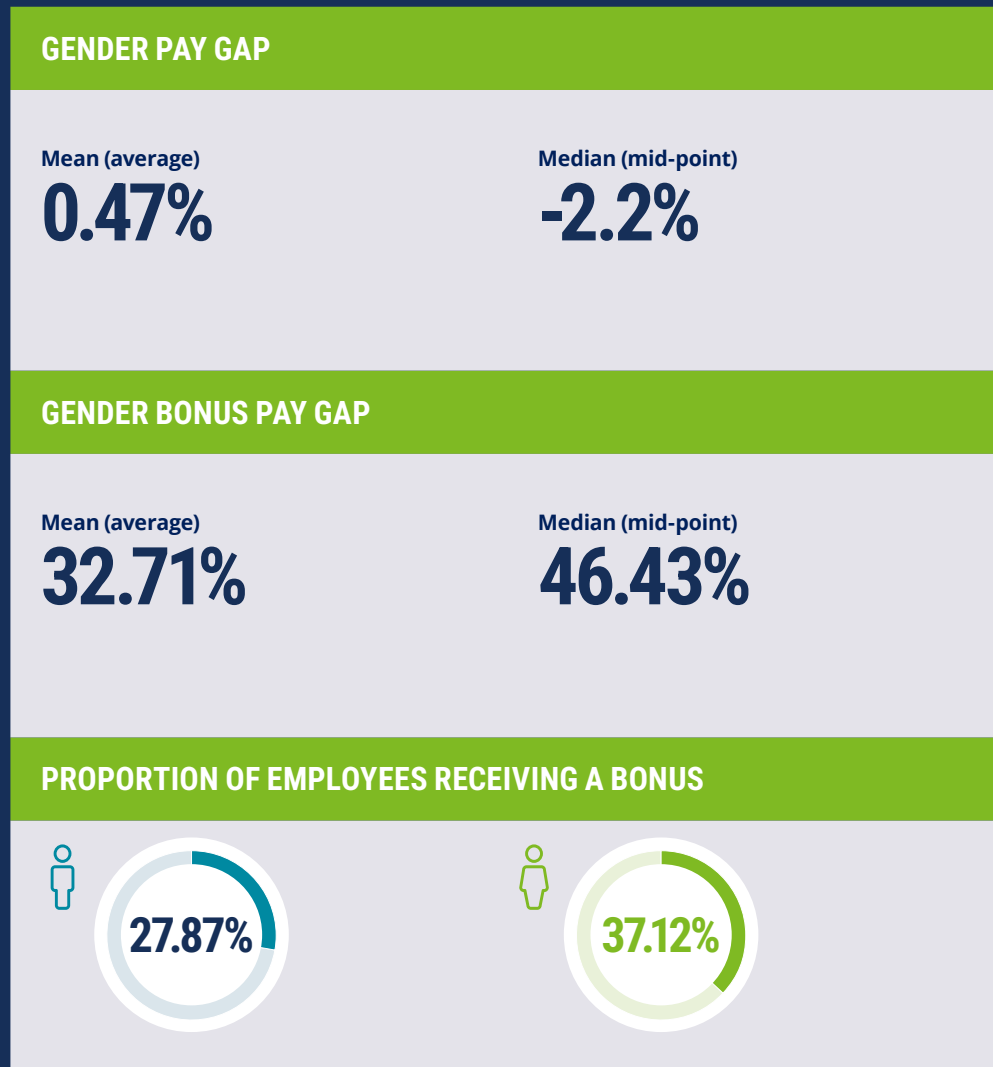
I am pleased to confirm that this data is accurate and in line with mandatory requirements.

**Dale Stokes**  
Managing Director,  
Bunzl UK & Ireland

# Difference between men and women: Bunzl UK limited



# Difference between men and women: Workwear Express Limited



# Difference between men and women: Nisbets Limited

