

BAKO 
 'The key ingredient to the food industry'®
Gender Pay Gap Report 2025

Organisations that have 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women. At BAKO, we are committed to ensuring that all colleagues are treated fairly and equally across our organisation.

BAKO Group remains committed to fostering an inclusive and equitable workplace. Our Gender Pay Gap Report provides transparency on pay disparities and highlights our ongoing efforts to close any gaps.

- Mean Gender Pay Gap (Ordinary Pay): The gap has decreased from 13.77% in 2021 to 8.75% in 2024, reflecting our commitment to equitable pay structures.
- Median Gender Pay Gap (Ordinary Pay): A reduction from 12.62% in 2021 to 7.94% in 2024 suggests continued progress in pay equity.
- Mean Gender Pay Gap (Bonus Pay): While initially high at 31.21% in 2021, the gap has narrowed significantly to 11.87% in 2024.
- Median Gender Pay Gap (Bonus Pay): This metric has shown volatility, with a notable decrease from -30.75% in 2021 to -232.88% in 2024, indicating significant variability in bonus distribution.
- Proportion of Male and Female Employees Receiving a Bonus:
 - The proportion of male employees receiving a bonus has varied, starting at 94.68% in 2021, decreasing to 86.69% in 2022, and rising to 91.77% in 2024.
 - The proportion of female employees receiving a bonus has remained relatively stable, increasing from 94.52% in 2021 to 97.62% in 2024.
 - These figures indicate that female employees have consistently received bonuses at a slightly higher rate than male employees, which may be influenced by performance-based incentives and workforce distribution.

Progress and Initiatives BAKO Group has undertaken several initiatives to address any pay disparities, including reviewing pay structures to ensure fairness and transparency. This was based on the work we carried out with WTW (Willis Tower Watson) to benchmark salaries across the business, we have now established pay scales for all roles regardless of gender. This will support the business in ensuring that everyone is paid fairly for undertaking the same or a similar role.

We recognise we still have some work to do to further improve this and understand that female representative is typically lower within the warehouse and logistics industry and is traditionally male dominated, as shown in our pay quartile data.

Whilst the gender pay gap has improved across key measures, BAKO Group remains dedicated to continuous progress. We will further refine our strategies to promote an equitable workplace.



Michael Tully, Group CEO, March 2025

Total Headcount



231 males



84 females

73% of Males & 27% Females

Bonus Headcount



91.77% of Males & 97.62% of Females received a Bonus

Difference between Male and Female



Mean Pay Gap	8.75%
Median Pay Gap	7.94%
Mean Bonus Pay Gap	11.87%
Median Bonus Pay Gap	- 232.88%



Proportion of Male and Female in each Quartile

