

Bidcorp UK gender pay gap report 2025



Foreword



Welcome to Bidcorp UK's Gender Pay Gap Report for April 2025.

Our legal entities employing more than 250 employees are:

- BFS Group Limited trading as Bidfood
- 3663 Transport Limited
- Bidfresh Limited
- Turner & Price Limited

I can confirm that the information contained in this report is accurate.

Heather Angus
People Director

Gender pay gap reporting definitions

Gender pay gap legislation was introduced to encourage employers to focus on the differences in male and female pay across organisations regardless of job role. The legislation is applicable to employers who have more than 250 employees and has been introduced to support the government's objective to reduce the gender pay gap in a single generation.

Gender pay gap and equal pay are different measures.

The gender pay gap measures the difference in pay between men and women in an organization, regardless of seniority.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The median represents the midpoint of a data set where the data has been sorted from lowest to highest.

The median gender pay gap is the difference between the median hourly pay for men and the median hourly pay for women, expressed as a percentage of male pay.

The median bonus gender pay gap is the difference between the mid-point bonuses paid to men and women in the 12 months leading to April 2025 expressed as a percentage of the mid-point bonus received by men during that period.

The mean represents the average figure of a data set, where the sum of all the data is divided by the number of pieces of data in the set.

The mean gender pay gap is the difference in the average hourly pay men and the average hourly pay for women when expressed as a percentage of male pay.

The mean bonus gender pay gap is the difference in the average bonuses paid to men and women in the 12 months leading to April 2025 expressed as a percentage of the average bonus received by men during that period.

Where mean or median figures are positive, it shows that men are paid more than women. Where mean or median figures are negative, it shows that women are paid more than men.

Quartiles are calculated by sorting the rates of pay for all employees across the business from lowest to highest, then splitting the data set into four equal sized groups and calculating the percentage of men and women in each group.

The quartiles (from lowest to highest) are called **Q1, Q2, Q3 and Q4** where Q1 is the lower quartile, Q2 is the lower middle quartile, Q3 is the upper middle quartile and Q4 is the upper quartile.





Bidfood gender pay gap figures 2025

Mean pay gap
-4.44%
 Women paid more than men
 (Last year -4.29%)

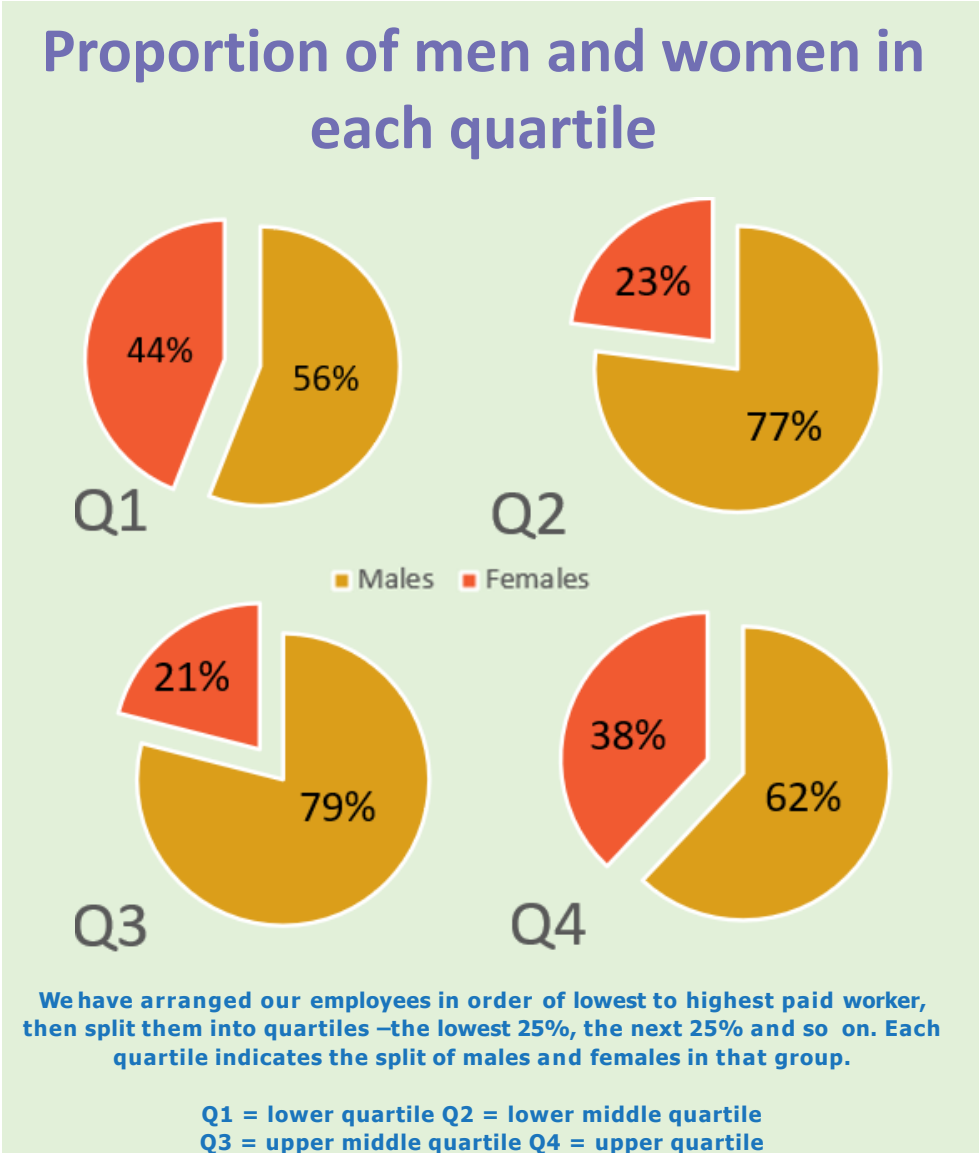
Median pay gap
-2.52%
 Women paid more than men
 (Last year 0.35%)

Mean bonus pay gap
25.01%
 Women paid less than men
 (Last year 26.63%)

Median bonus pay gap
-376.4%
 Women paid more than men
 (Last year -162.22%)

22.60% of men
received bonus
pay
 (Last year 20.13%)

50.98% of
women received
bonus pay
 (Last year 48.76%)





3663 Transport gender pay gap figures 2025

Mean pay gap
-4.69%
Women paid more than men
(Last year 1.95%)

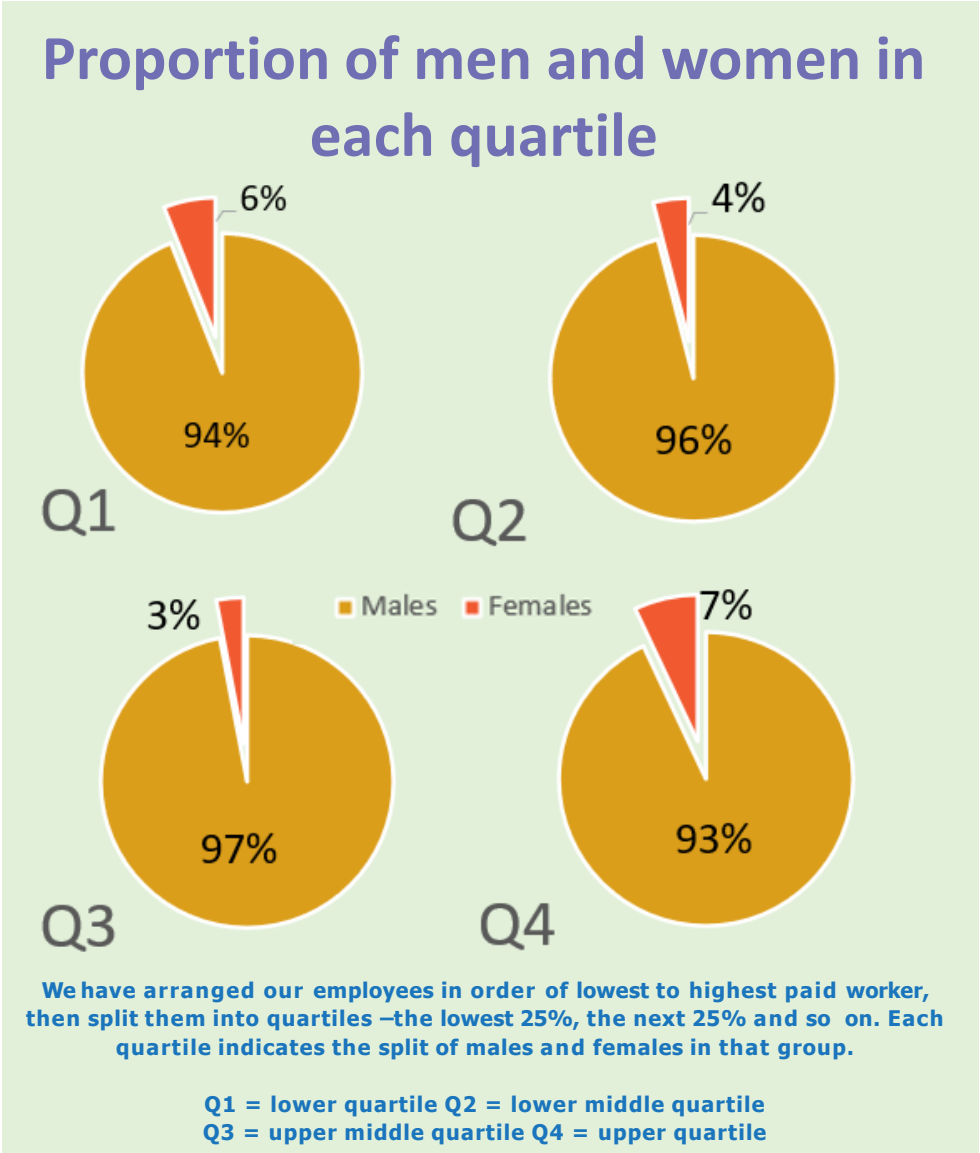
Median pay gap
-0.06%
Women paid more than men
(Last year 0.66%)

Mean bonus pay gap
-1061.86%
Women paid more than men
(Last year -774.37%)

Median bonus pay gap
-2000.00%
Women paid more than men
(Last year -1775.00%)

10.64% of men received bonus pay
(Last year 10.40%)

18.00% of women received bonus pay
(Last year 15.79%)





Bidfresh gender pay gap figures 2025

Mean pay gap
-6.59%
 Women paid more than men
 (Last year 1.23%)

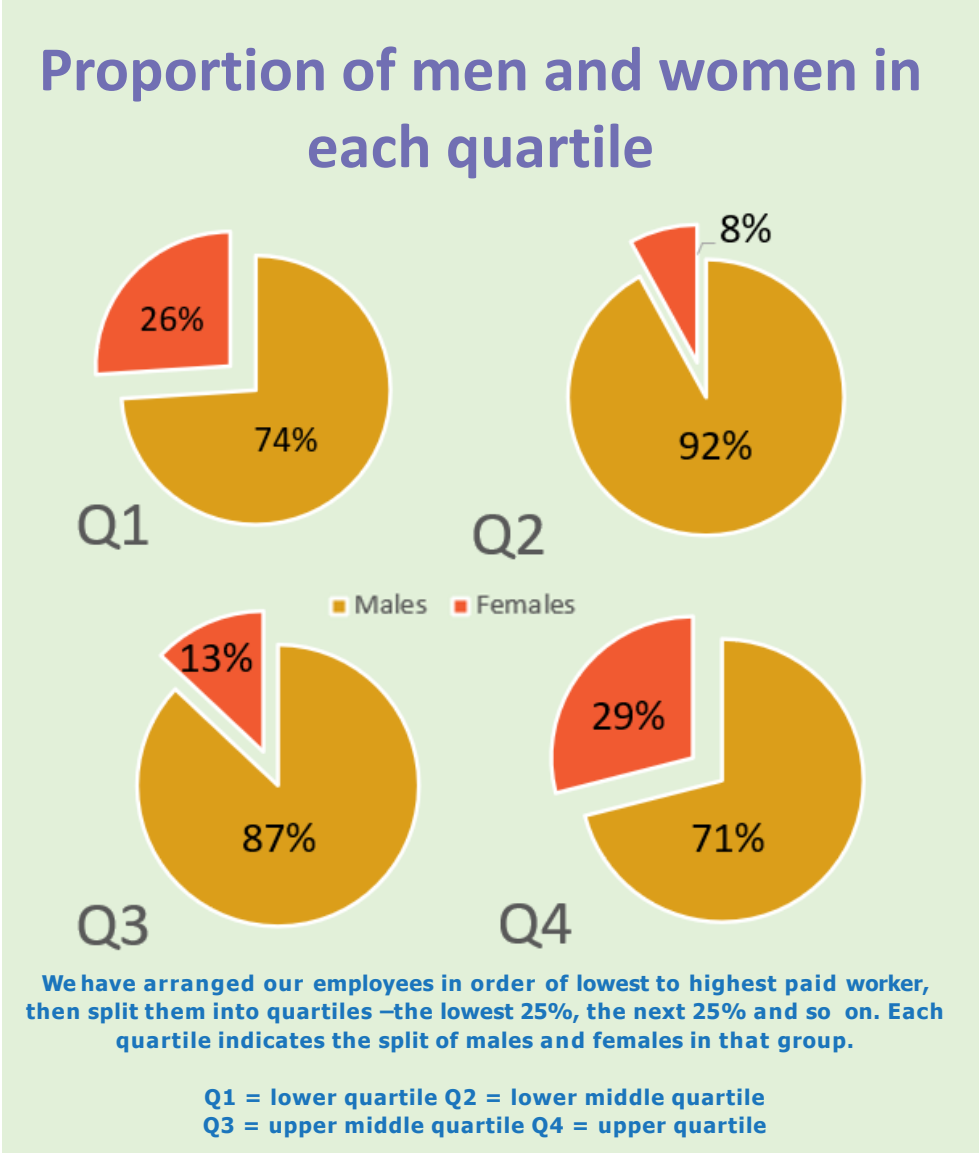
Median pay gap
3.78%
 Women paid less than men
 (Last year 1.52%)

Mean bonus pay gap
-8.11%
 Women paid more than men
 (Last year -18.33%)

Median bonus pay gap
-4.27%
 Women paid more than men
 (Last year -67.08%)

65.01% of men received bonus pay
 (Last year 59.91%)

54.74% of women received bonus pay
 (Last year 52.42%)





Turner & Price gender pay gap figures 2025

Mean pay gap
-13.22%
 Women paid more than men
 (Last year -8.80%)

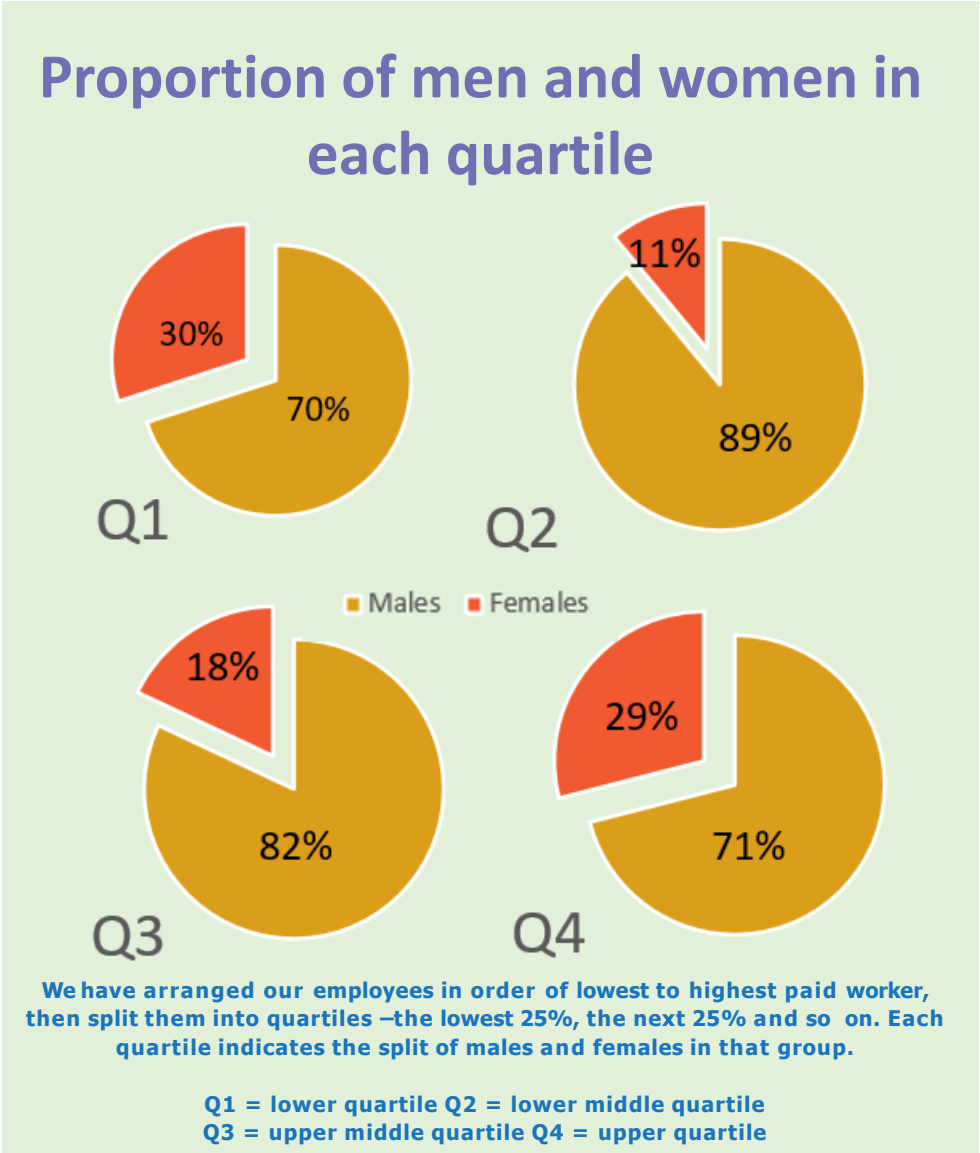
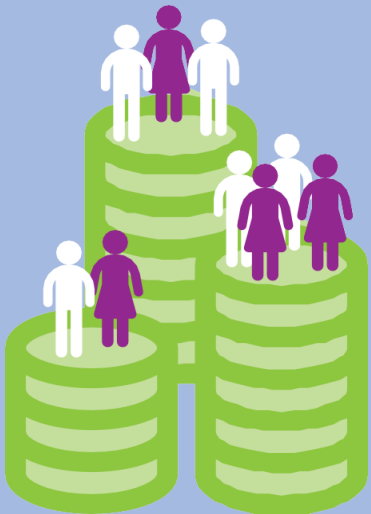
Median pay gap
-0.89%
 Women paid less than men
 (Last year 4.50%)

Mean bonus pay gap
17.85%
 Women paid less than men
 (Last year 22.73%)

Median bonus pay gap
54.40%
 Women paid less than men
 (Last year 60.07%)

87.4% of men received bonus pay
 (last year 85.55%)

62.50% of women received bonus pay
 (Last year 59.42%)



Understanding the **gender pay gap** and taking action to close it

At Bidcorp UK, we are committed to creating a diverse, inclusive and equitable workplace where everyone has the opportunity to thrive. Our culture – built on *care, share and dare* – shapes how we support our people and our approach to equality. Our gender pay gap reflects the structure of our workforce rather than differences in pay for the same roles. However, we recognise the importance of continuing to take meaningful action to improve representation and create greater opportunity at all levels of the business.

Building on our progress

Over recent years, we have taken consistent action to address the key drivers behind our gender pay gap, particularly the challenge of representation within a traditionally male-dominated sector.

Our focus has been on:

Attracting a more diverse workforce

Broadening attraction strategies and strengthening our employer brand to ensure we are inclusive and appealing to a wider range of candidates, particularly women across operational and leadership roles

Supporting progression and retention

Promoting and developing talent internally, alongside investing in initiatives that ensure employees feel valued, supported and able to progress their careers

Strengthening inclusion over time

Embedding a long-term approach to building a more diverse workforce, recognising that sustainable change requires continued focus on culture, opportunity and representation

Our focus and commitment going forward

We are proud of the progress we have made, including areas where this year's results reflect a positive shift. However, closing the gender pay gap is a long-term commitment. We will continue to focus on:

- Increasing female representation across all areas of the business
- Supporting career progression to improve balance at senior levels
- Maintaining a fair, inclusive and supportive working environment

This consistent, long-term approach is helping us make steady progress and will continue to shape the actions we take to close the gap over time.

www.bidfood.co.uk

Bidfood, Business Support
Centre, 814 Leigh Road,
Slough, SL1 4BD

www.bidfresh.co.uk

Bidfresh, Units 10-14 Cedar Way
Industrial Estate, Camley
Street, London, N1C 4PD

about.turner-price.com

Turner Price, Wiltshire Road,
Hull, HU4 6PD

