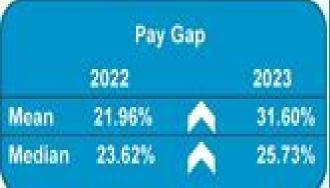
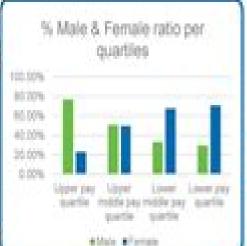
# Gender Pay Gap Report 2024 - Costcutter

The mean gender pay gap is the difference between the average hourly earnings of men and vocases.

The median pay gap is the difference between the melpoints in the ranges of hourly earnings of men and women at Bestway Northern.

If takes all pay rates in order from lowed to highest and picks the mid pay rate for men and women, which are then compared





5 ESTRAY

Bestway is the UK's 8<sup>th</sup> largest privately owned company with a Wholesale business which includes:

59 depots across the LIK

Van Sales Operation Ratall Division Approximately 5,500 colleagues in the UK

Since 2021, Costrutter has been part of Bestway Wholesale, operating under Bestway's Retail division, with stores throughout the UK.

The following shows our Gender Pay Gap report for 2024, referencing the April 5\* 2023 data in line with our statutery requirement

Costouter's lower paid roles sit predominantly in our Stores. Male and female colleagues in these roles receive the same pay however there are more females represented in these populations.

This, along with leadership roles being predominantly occupied by males, has a continuing effect on our gender pay gap.

Our gender pay gap is in line with expectations following wider business restructure which saw some Head Office functions move to our Bestway Wholesale office. These functions encompassed a number of roles undertaken in Costcutter by female colleagues in the upper and upper middle quartiles therefore increasing the pay gap.

# Bonus

29.28%	45.42%
The mean person ben'ng you far Benhaty	The median pender better god for Senteny
Southern	for them
15.20%	4.50%
The proportion of male employees, in Bestinay	The proportion of Kingle anaptopies in Bestinap
Northern requiring a boson	Northern receiving a binner

The majority of those entitled to receive borus were based in our Head.

Office which is contains a higher proportion of male to female colleagues.

We continue to try to attract more females into our senior roles and intoroles which are eligible for bonus.

# **20world Pay Report**

**United States. Veterans Administration** 

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Computational Science and Its Applications - ICCSA 2019 Sanjay Misra, Osvaldo Gervasi, Beniamino Murgante, Elena Stankova, Vladimir Korkhov, Carmelo Torre, Ana Maria A.C. Rocha, David Taniar, Bernady O. Apduhan, Eufemia Tarantino, 2019-06-29 The six volumes LNCS 11619 11624 constitute the refereed proceedings of the 19th International Conference on Computational Science and Its Applications ICCSA 2019 held in Saint Petersburg Russia in July 2019 The 64 full papers 10 short papers and 259 workshop papers presented were carefully reviewed and selected form numerous submissions The 64 full papers are organized in the following five general tracks computational methods algorithms and scientific applications high performance computing and networks geometric modeling graphics and visualization advanced and emerging applications and information systems and technologies The 259 workshop papers were presented at 33 workshops in various areas of computational sciences ranging from computational science technologies to specific areas of computational sciences such as software engineering security artificial intelligence and blockchain technologies Annual Report - Administrator of Veteran Affairs United States. Veterans Administration, 1945 **Annual Report for Fiscal Year Ending June 30** ... United States. Veterans Administration, 1941 Annual Report United States. Veterans Annual Report of the Administrator of Veterans' Affairs for the Fiscal Year Ended June 30 ... Administration, 1949 (Departmental Ed.) United States. Veterans Administration, 1934 The World Bank and the post-Washington **Consensus in Vietnam and Indonesia** Susan Engel, 2012-08-21 This book explores the history structure and current operations of the World Bank which despite being the largest development organisation and the largest development research body in the world with tremendous direct and indirect influence on developing economies has rarely received the critical attention its importance merits The book s unique contribution is twofold it provides an original analysis of the interaction between economic theory political practice and the Bank's development praxis as well as two detailed grounded studies of the Bank's lending practices. The book starts with a detailed examination of the development theory and practice of the World Bank from its Keynesian origins to the current shift through the Washington Consensus to the so called post Washington Consensus The second part is a detailed analysis of the Bank's lending practices in two countries Vietnam and Indonesia The case studies extensively utilise World Bank sources analysing the Project Appraisal Documents for some 113 loans They also draw on the secondary literature and on interviews with World Bank staff government officials academics and NGOs in both countries The case studies enable the development of empirically based conclusions regarding the impact of Bank policies on the economic and social development of two important Southeast Asian nations making possible an assessment of the extent to which the rhetoric of the post Washington Consensus has been incorporated into the Bank s lending practices. This book will be of interest to both advanced undergraduate and graduate students as well as specialist audiences in the fields of international political economy development international organizations and Southeast Asian

Studies The State of Economic Inclusion Report 2024 Inés Arévalo Sánchez, Janet Heisey, Sarang Chaudhary, Timothy Clay, Victoria Strokova, Puja Vasudeva Dutta, Colin Andrews, 2024-11-20 The journey of economic inclusion programs has been remarkable marked by significant strides in creating job opportunities and building resilience for poor and vulnerable populations The State of Economic Inclusion Report 2024 Pathways to Scale highlights the progress and challenges of scaling up government led programs as well as the vital interplay with nongovernment actors and the private sector The report draws on the 2023 Landscape Survey of Economic Inclusion Programs and on the operational insights garnered through the Partnership for Economic Inclusion s PEI s collaboration with its partners summarizing emerging evidence from government led programs highlighting significant knowledge gaps and offering insights for future programmatic approaches This report offers a comprehensive overview of the evolving landscape global footprint and key design features of economic inclusion programs Comparisons with The State of Economic Inclusion Report 2021 provide valuable insights into shifts and trends over the past 3 years including those for the economic empowerment of women and youth for collaborative efforts across different stakeholders and for resilience to climate change The current report complements the earlier report by exploring efforts to scale up policy and programming including progress and challenges around government led programs and the interplay with nongovernment actors and the private sector This report analyzes shifts in the global landscape including the degree to which economic inclusion programs are being customized in vastly different contexts and the growing role of economic inclusion in building resilience and providing job opportunities to the poor population in the context of overlapping crises Scaling up programs that empower poor and vulnerable populations to access economic opportunities enhance food security and build both short and long term resilience can contribute to more inclusive and more sustainable growth that leaves no one behind This report provides policy makers with key recommendations for expanding coverage strengthening outcomes for women and youth maintaining program quality continuing to build an evidence base and designing programs for sustainable impacts Data from the report are available on the PEI Data Portal www peiglobal org where users can explore and submit data The Evolution of Law against Payment Frauds Christopher Chen, 2022-12-09 This book examines the evolution of legal institutions in containing and tackling fraudulent activities plaguing payment systems payment fraud e.g. forged cheques wrongful payment instructions etc in Asia focusing on laws in Greater China and Singapore In the past century the payment system has invited much innovation changing the modes of payments from exchanging cash and coins to the use of cards wire transfers and other new types of payment instruments or services e g bitcoins or QR code payments As the nature of payment services is to move money from one place to another it naturally attracts fraudsters Even with advanced computer technology payment fraud is still rampant in the market causing billions of dollars in losses globally per annum Through an examination of payment instruments and associated frauds over time the book illustrates a shifting trend of legal solutions from criminal sanctions and civil compensation to a gradual focus on regulations of payment intermediaries

This trend reflects the complexity of payment systems and the challenge of protecting them The book also identifies the underlying actors and institutional characteristics driving the evolution of legal institutions to deal with payment fraud and illustrates how the arrival of new technology may affect the market and thus the evolution of legal institutions The book will help readers to better understand the interaction between technology the market and law and help regulators financial institutions practitioners and end users as well as about payment fraud and corresponding legal responses *Report to Congress of the U.S.-China Economic and Security Review Commission* U.S.-China Economic and Security Review Commission, 2013 **Report of the Commissioner of Insurance** Minnesota. Insurance Division, 1898

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