

NWF FUELS LIMITED
GENDER PAY GAP REPORT AS AT APRIL 2025



INTRODUCTION

INDUSTRY BACKGROUND

NWF Fuels Limited supplies a comprehensive range of oil products coast-to-coast throughout England and Wales to Domestic, Agricultural, Commercial and Retail customers.

As at April 2025 the Company employed 337 with 158 (46.88%) of employees in Driver positions and the remaining 53.12% of employees are within Customer Service, Finance and Management roles.

There are currently 13 employees working part time; 5 (1.48%) male and 8 (2.37%) female.

This report contains the Gender Pay Gap for NWF Fuels Limited in line with The Equality Act 2010 (Gender Pay Information) Regulations 2017.

The Company is committed to providing equal opportunities to all employees and continues to offer roles on a flexible basis; examples include part-time working, alternative working hours and term time working arrangements and compressed hours.

GENDER PROFILE

The gender profile for NWF Fuels Limited at April 2025 was as follows: -

- Male 243
- Female 94
- Total number of employees 337

AVERAGE (MEAN) GENDER PAY REPORT

The difference in mean (average) hourly rate pay between male and female employees is -2.67%.

MEDIAN (MIDDLE) GENDER PAY REPORT

The difference in median (middle) hourly pay between male and female full pay employees is 4.52%

BONUS PAYMENTS

- a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was 21.29%
- b) The difference between the median (middle) bonus pay paid to males and that paid to females was 81.52%
- c) The proportions of male and female employees who received bonus pay was 62.86% male and 37.14% female

Narrative:

- 221 employees received a bonus payment during the preceding 12 months. 154 (69.68%) were male and 67 (30.32%) female.
- Most of the recipients of bonus payments held full time positions at the date payment was made, there were also 12 part time recipients at the date payment was made.
- QD contains the higher salaries and most senior managers therefore average bonus payments are higher.
- The difference between the middle bonus paid to males and that paid to females is £5063.39.

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%)	32.00%	68.00%
QC Upper middle (50-75%)	21.33%	78.67%
QB Lower middle (25–50%)	20.00%	80.00%
QA Lower (0-25%)	40.00%	60.00%

Narrative:

- Of the total full pay employees 72.11% were male and 27.89% were female.
- There are 3 females in a senior management position within band QD and 3 males.
- There are 36 middle management roles in QD of which 12 are held by females and 24 by males. This represents a 33.33%/66.67% split.
- The majority of administrative roles are within QA of which 23 (58.97%) are held by females and 16 (41.03%) by males.
- The biggest mean pay gap between male and female is within QB.

Statement of Accuracy

As Managing Director of NWF Fuels Limited, I hereby confirm that the above report is accurate to the best of my information, knowledge and belief.



Dave Walmsley
Managing Director
NWF Fuels Limited