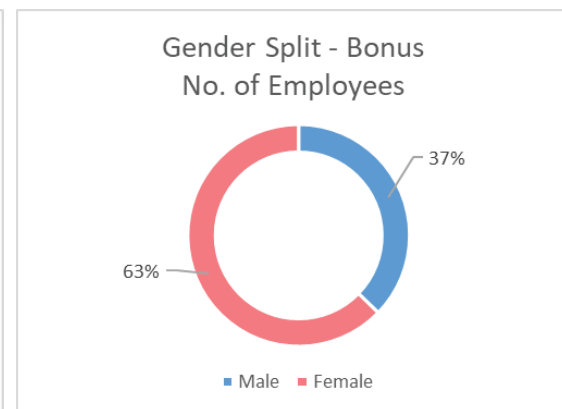
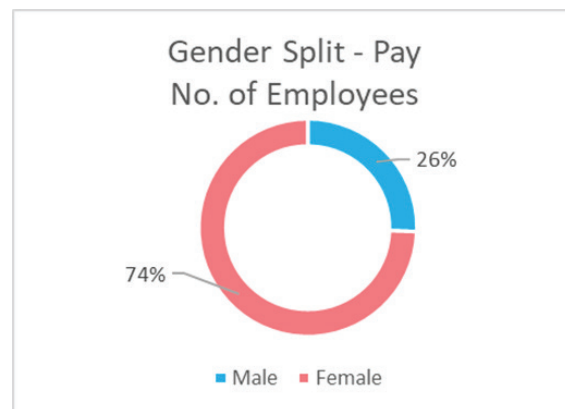
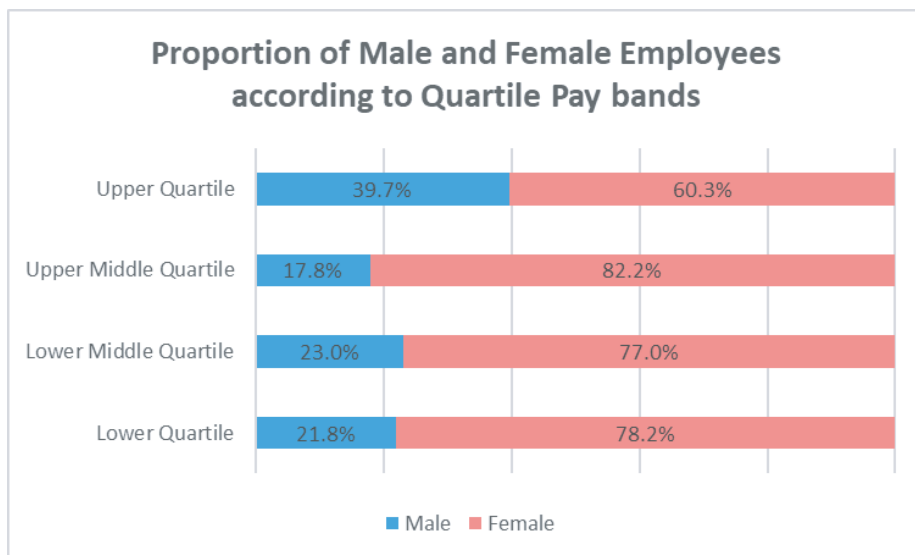


Boundary Outlet Gender Pay Gap 2025

The UK Government has introduced new reporting regulations under the Equality Act 2019 requiring companies with over 250 employees to disclose their gender pay gap annually from April 2017. This report sets out our results for the year to 5th April 2025.

	PAY GAP DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES		BONUS PAY GAP DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES	
	Mean	Median	Mean	Median
Hourly rate of pay	10.4%	0.0%	96.7%*	-7.1%

*Bonus pay gap is distorted by the Business’ owners taking bonus’ instead of dividends in the year. Without these bonus’ the mean bonus pay gap is 13.5%



Report confirmed as accurate by Nigel Shuker, Finance Director - April 2025