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**Snapshot date – As of 5<sup>th</sup> of April 2024**

**For bonus calculations - this data covers the 12-month period of 31<sup>st</sup> March 2023 to 05<sup>th</sup> April 2024**

**Number of relevant employees: 297**

Whilst the board recognise that the mean and bonus gender pay gap percentages continue to be fairly high, this doesn't consider the markets that Bush operate in are typically male dominated and changes to these percentages over time are likely to be slow for several years.

Bush do have several female employees that operate in senior positions such as in Finance, HR, Buying and Branch Manager level.

Bush is committed to being an equal pay employer, ensuring that bonuses are awarded fairly and without regard to gender. We take pride in our inclusive HR policies, which provide equal training and development opportunities for all employees, regardless of gender.

Bush also offers flexible working practices where appropriate, supporting employees with child care commitments and other personal needs.

As an apprenticeship levy payer, Bush actively invests in the growth of our employees, with several team members currently upskilling through the apprenticeship scheme.

Our company boasts a high retention rate, with many employees—both male and female—having been with us for over 20 years. This reflects the value we place on offering competitive packages and the flexibility needed to support our diverse workforce.

A handwritten signature in blue ink, appearing to read "Matthew Lincoln".

Matthew Lincoln – General Manager

Signed on behalf of B A Bush & Son Ltd

**HEAD OFFICE:** B A Bush & Son Ltd, Station Yard, Horncastle, Lincolnshire, LN9 5AQ  
Tel: 01507 522444  
**V.A.T. REGISTRATION NO.** 328 0004 45

**Data:**

**Percentage of men and women in each hourly pay quarter**

[Edit](#)

	<b>Men</b>	<b>Women</b>
Upper hourly pay quarter	91.9%	8.1%
Upper middle hourly pay quarter	91.8%	8.2%
Lower middle hourly pay quarter	92.7%	7.3%
Lower hourly pay quarter	82.6%	17.4%

**Mean and median gender pay gap using hourly pay**

[Edit](#)

Mean gender pay gap using hourly pay	2.9%
Median gender pay gap using hourly pay	6.2%

**Percentage of men and women who received bonus pay**

[Edit](#)

	<b>Men</b>	<b>Women</b>
Percentage of men and women who received bonus pay	78.4%	75%

**Mean and median gender pay gap using bonus pay**

[Edit](#)

Mean gender pay gap using bonus pay	59.8%
Median gender pay gap using bonus pay	48%

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