

Gender Pay Gap Report 2025

Valli Forecourts Ltd is a well-established, family-owned business based in Leeds, West Yorkshire.

Valli Forecourts Ltd currently operates a diversified portfolio of 14 petrol forecourts and convenience stores throughout England from Birmingham to Ripon and in between. All the forecourts, stores and subways operate 24/7, 365 days a year. Valli Forecourts Ltd employs over 250 personnel and provides a quality and 'best in class' service to over 20,000 customers a week.

At Valli Forecourts Ltd, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Valli Forecourts Ltd is an Equal Pay employer – men and women performing equal work receive equal pay.

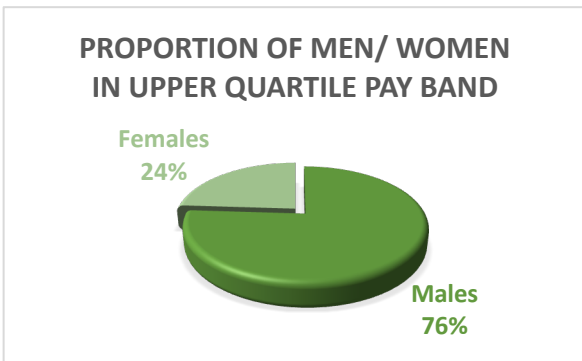
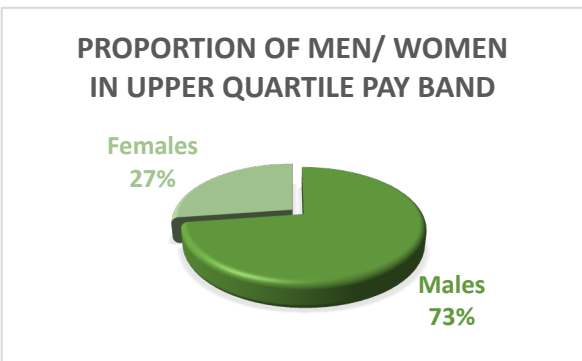
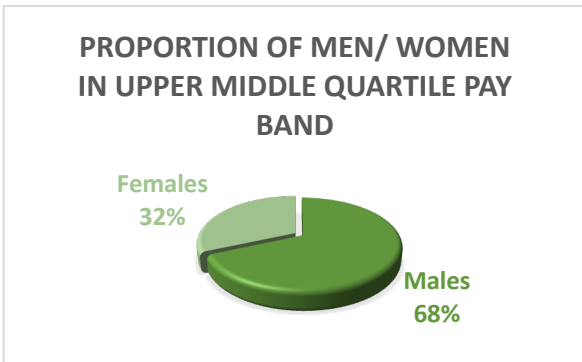
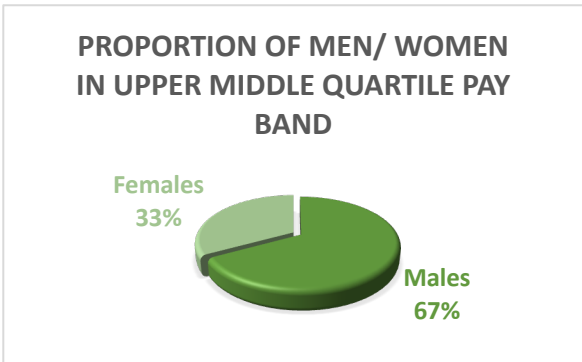
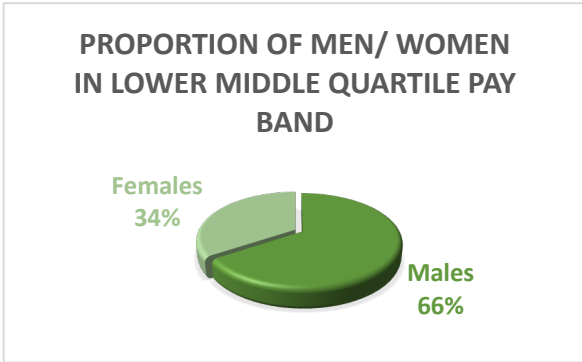
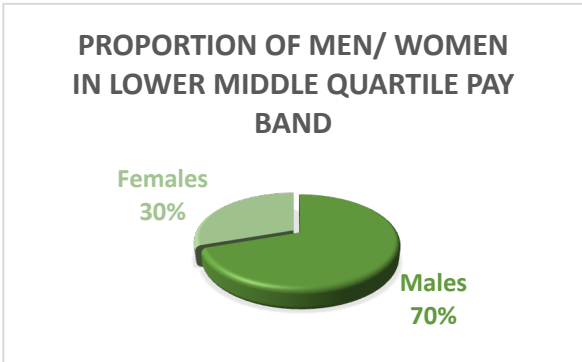
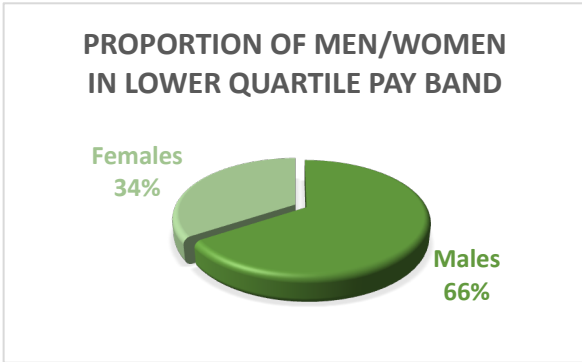
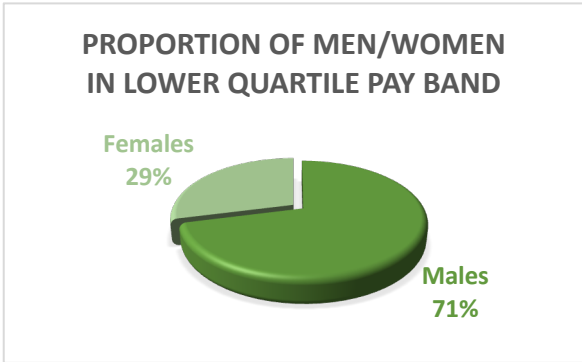
We offer excellent training and development opportunities for staff across all departments, ranging from graduate and management training for staff when they achieve a role of team leader or above.

This is Valli Forecourts Ltd second report under the UK's GPGR requirements based on the snapshot date 5th April.

	2024		2025	
Gender pay gap: mean	3.7%		3.8%	
Gender pay gap: median	0.0%		0.0%	
Gender bonus gap: mean	0.0%		0.0%	
Gender bonus gap: median	0.0%		0.0%	
Proportion of men who received a bonus	0.0%		0.0%	
Proportion of women who received a bonus	0.0%		0.0%	
	Males	Females	Males	Females
Proportion of men/women in lower quartile pay band	72.7%	27.3%	65.8%	34.2%
Proportion of men/ women in lower middle quartile pay band	67.1%	32.9%	65.8%	34.2%
Proportion of men/ women in upper middle quartile pay band	69.7%	30.3%	68.4%	31.6%
Proportion of men/ women in upper quartile pay band	71.1%	28.9%	76.0%	24.0%

2024

2025



I confirm that the data published in this report is accurate.

Haroon Valli, Director