

GENDER PAY GAP REPORTING 2021

Bensons for Beds supports equal pay for equal roles and promotes the role of women across our business.

We're on a journey to become the market-leading beds retailer and our people are our greatest asset.

It's important to know that the Gender Pay Gap is not the same as Equal Pay and at Bensons for Beds we embrace diversity of gender in every area and at every level of our business to ensure male and female employees always receive equal pay for equal roles.

We're devoted to looking after our teams – because we know everyone deserves to be treated in the same way they'd treat themselves and to achieve this, we have ambitious plans around people development.

We're the proud employer of 1435 people in our retail business and 294 in manufacturing – and nothing is more important to us than seeing them grow with the business and develop their careers so everyone can reach their full potential.

We have a gender pay gap and it exists because more men than women are employed across all pay band quartiles.

We have a male bias of full-time workers within our Retail Sales Team, more women than men choose to work in part time, and in flexible roles - which of course, has an impact on our overall numbers.

We support all colleagues with the option of flexible working through our family friendly and flexible working policies and female employees predominately take advantage of our flexible working approach rather than our male colleagues.

We are working hard to understand how we can adapt our working hours to attract more women into these positions. While there is work still to do, in the last six months we have recruited women into senior positions, testament to our focus on embracing a more diverse workplace.

Our Warehouse, Distribution, Logistics and manufacturing operations, also lean towards a male bias, again influencing the ratios between male and female employees.

Actions to reduce gender pay gap

We're continually looking at ways to balance our gender pay gap to ensure we become a truly inclusive employer. The following actions are what we as a business commit to reviewing and implementing over the course of the next 12 months.

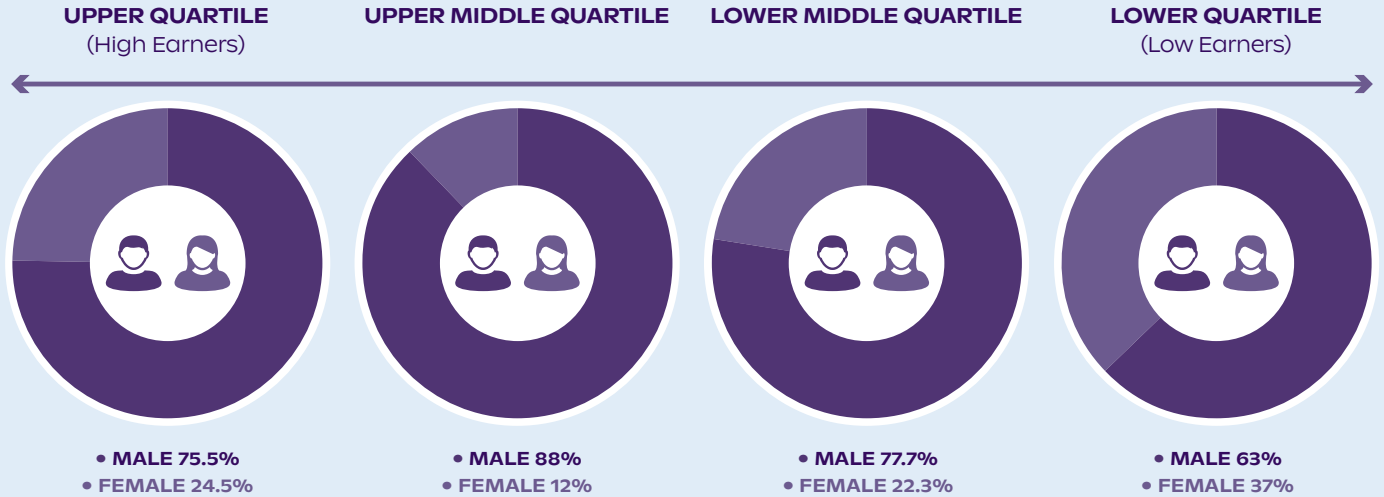
- Launch of career pathways and supporting training so colleagues can develop into more senior roles and higher pay quartiles
- Launch a Women in Business network to support women in their development as future leaders
- All job adverts and job descriptions will be run through a Gender decoder to check for bias towards masculine terminology
- We have proudly signed up to the BRC, Diversity and inclusion charter

Maxine Blackwell
HR DIRECTOR



BENSONS FOR BEDS RETAIL LTD PAY GAP RESULT

HOURLY PAY RESULTS



The proportions of male and female full-pay relevant employees in the LOWER, LOWER MIDDLE, UPPER MIDDLE and UPPER QUARTILE pay bands.

MEAN HOURLY RATE FOR MALES	MEAN HOURLY RATE FOR FEMALES	PERCENTAGE GENDER PAY GAP
£18.48	£17.73	4.1%

The difference between the mean hourly rate of pay

MEDIAN HOURLY RATE FOR MALES	MEDIAN HOURLY RATE FOR FEMALES	PERCENTAGE GENDER PAY GAP
£10.58	£10.90	-3.0%

The difference between the median hourly rate of pay

BONUS PAY RESULTS

The proportions of male and female relevant employees who were paid bonus pay

MALES PAID A BONUS	FEMALES PAID A BONUS
21.02%	29%

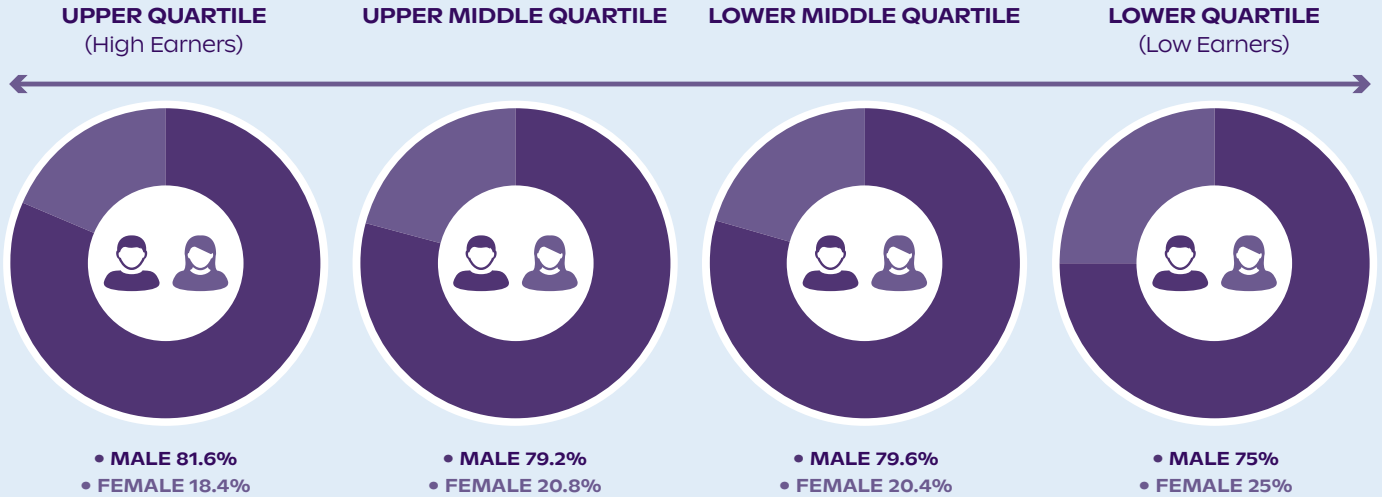
The difference between the mean bonus pay

The difference between the median bonus pay

MEAN ANNUAL BONUS FOR MALES	MEAN ANNUAL BONUS FOR FEMALES	PERCENTAGE GENDER PAY GAP	MEAN ANNUAL BONUS FOR MALES	MEAN ANNUAL BONUS FOR FEMALES	PERCENTAGE GENDER PAY GAP
£13,609.46	£1,931.14	85.8%	£938.61	£150	84.0%

BENSONS FOR BEDS MANUFACTURING LTD PAY GAP RESULT

HOURLY PAY RESULTS



The proportions of male and female full-pay relevant employees in the LOWER, LOWER MIDDLE, UPPER MIDDLE and UPPER QUARTILE pay bands.

MEAN HOURLY RATE FOR MALES	MEAN HOURLY RATE FOR FEMALES	PERCENTAGE GENDER PAY GAP
£11.58	£10.99	5.1%

The difference between the mean hourly rate of pay

MEDIAN HOURLY RATE FOR MALES	MEDIAN HOURLY RATE FOR FEMALES	PERCENTAGE GENDER PAY GAP
£9.83	£9.83	0.0%

The difference between the median hourly rate of pay

BONUS PAY RESULTS

The proportions of male and female relevant employees who were paid bonus pay

MALES PAID A BONUS	FEMALES PAID A BONUS
0.65%	0%

The difference between the mean bonus pay

The difference between the median bonus pay

MEAN ANNUAL BONUS FOR MALES	MEAN ANNUAL BONUS FOR FEMALES	PERCENTAGE GENDER PAY GAP	MEAN ANNUAL BONUS FOR MALES	MEAN ANNUAL BONUS FOR FEMALES	PERCENTAGE GENDER PAY GAP
£3,500	£0	100%	£3,500	£0	100%