

**Introduction**

At Westbridge Furniture we are committed to treating all our employees equally and ensuring that everyone has the same opportunities for recognition, reward and career development.

The gender pay gap is the difference in the average pay and bonuses of all men and all women across an organisation. Whilst we are confident that our gender pay gap is not caused by men and women being paid differently to do the same job, we do have a gender pay gap when we compare the overall average pay and bonuses for men and women. We are confident that the gap is driven by our workforce structure and not because of our pay policies and practices.

Our gender pay gap figures are based on a 'relevant' workforce of 1212 employees; with a 77% male and 23% female split driven mainly by the fact that traditionally our manufacturing business areas have, for various reasons, attracted a male bias workforce.

**Gender & Bonus Pay Gap**

As of the snap shot date (5<sup>th</sup> April 2017) the table below shows our overall mean and median gender pay gap and bonus pay gap. The percentage shown is the difference in overall mean and median pay and bonus between men and women.

Mean and Median Pay and Bonus Gap		
	Mean	Median
Gender Pay Gap	8.19%	11.65%
Bonus Pay Gap	39.11%	62.79%

Our gender pay gap is a result of more men filling senior positions, and manufacturing roles such as Upholsterers, Frame Assemblers, Mill Machinists etc (which represent a large proportion of our workforce) traditionally being perceived as male orientated by potential applicants. Similarly, the bonus pay gap is influenced by these factors; given that our bonus scheme covers most of our manufacturing workforce.

**Proportion of males and females in each pay quartile**

The table below shows the percentage of males and females in each pay quartile.

Proportion of employees in each pay quartile		
	Male	Female
Upper Quartile	88%	12%
Upper Middle	84%	16%
Lower Middle	66%	34%
Lower Quartile	72%	28%

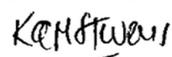
When looking at pay differentials by quartile the table above shows that there is a gender pay gap in the two top quartiles of our business. However, analysis of our data for these quartiles shows that this pay gap does not arise from males being paid more than females doing the same role or, for that matter, the same level of management being paid differently. A review of the lower two quartiles, particularly the lower, is generally reflective of our male/female composition.

**Recognising our gender gap**

We are committed to reducing our gender gap and to continue to support the development of all our colleagues into Senior Management roles. We will also look to breakdown potential applicant perceptions about manufacturing roles through (amongst other things) the use of role models, and through our new apprenticeship scheme where there is an opportunity to welcome a new generation into the soft furnishings industry.

**Statement**

I confirm that Westbridge Furniture is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.



**Karl Stevens**  
**Chief Financial Officer**  
**March 29.03.2018**