



# SHERBORNE

...the Home of Relaxation

## Our 2017 Gender Pay Gap Report

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

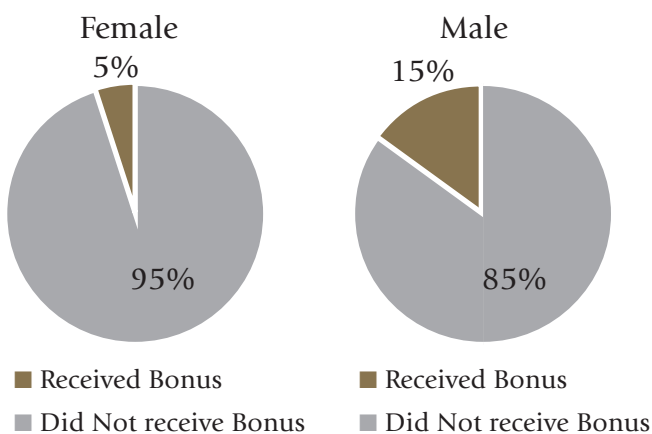
### Pay and Bonus Gap

#### Difference between men and women

|            | Mean   | Median |
|------------|--------|--------|
| Hourly pay | 23.12% | 13.13% |
| Bonus Paid | 65.00% | 13.55% |

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5<sup>th</sup> April 2017). It also captures the mean and median difference between bonuses paid to men and women at Sherborne Upholstery in the year up to the 5<sup>th</sup> April 2017, i.e. for the 2016 performance year.

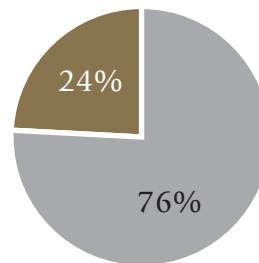
#### Proportion of staff awarded a bonus for 2016.



This shows that there is 10% increase in the proportion of women being paid a bonus for their performance in 2016 compared to men.

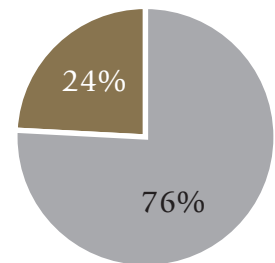
#### Pay Quartile Reporting

##### Lowest Pay Quartile



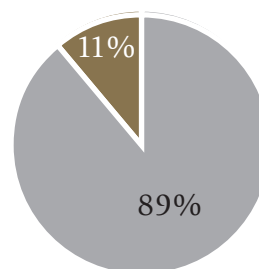
■ Women  
■ Men

##### Pay Quartile 2



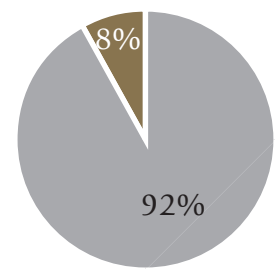
■ Women  
■ Men

##### Pay Quartile 3



■ Women  
■ Men

##### Highest Pay Quartile



■ Women  
■ Men

The above charts illustrate the gender distribution at Sherborne Upholstery across four equally sized quartiles, each containing 63 staff. We are confident that men and women are paid equally for doing equivalent jobs across our business.

Our aim is to achieve the fairest gender balance within a furniture manufacturing business. We will review public information as it becomes available to compare our results to equivalent companies.