



SHERBORNE

...the Home of Relaxation

Our 2018 Gender Pay Gap Report

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

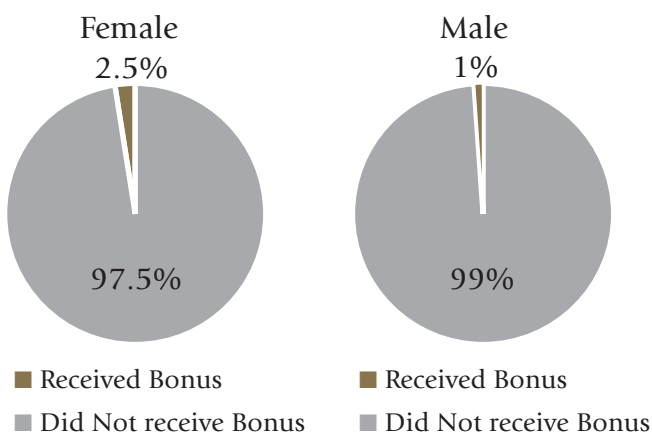
Pay and Bonus Gap

Difference between men and women

	Mean	Median
Hourly pay	28.84%	21.12%
Bonus Paid	99.49%	99.72%

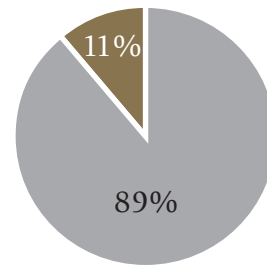
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2018). It also captures the mean and median difference between bonuses paid to men and women at Sherborne Upholstery in the year up to the 5th April 2018, i.e. for the 2017 performance year.

Proportion of staff awarded a bonus for 2017.



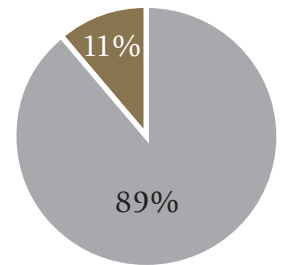
Pay Quartile Reporting

Lowest Pay Quartile



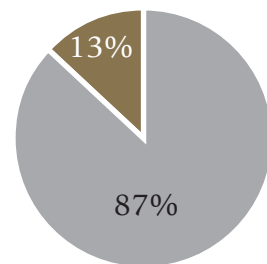
■ Women
■ Men

Pay Quartile 2



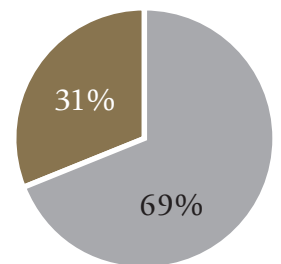
■ Women
■ Men

Pay Quartile 3



■ Women
■ Men

Highest Pay Quartile



■ Women
■ Men

The above charts illustrate the gender distribution at Sherborne Upholstery across three equally sized quartiles, each containing 62 staff and one containing 61. 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.