



GRESHAM



GENDER PAY GAP REPORT
APRIL 2019



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GENDER PAY GAP REPORT

We are an Equal Opportunities employer committed to providing a working environment where all our employees are able to realise their full potential. We believe that greater diversity, inclusion and gender balance leads to a more rewarding and productive work place.

From April 2017, all UK organisations with 250 or more employees are legally required to annually disclose their gender pay and bonus gap information. The gender pay gap is an equality measure that shows the difference in average earnings (mean and median) between men and women, across all jobs and at all levels within an organisation. It is a broad measure as it captures the pay inequalities created by the different types of role performed by men and women and the gender composition of the work by seniority. This is a separate issue to equal pay which is the legal requirement for people carrying out the same or similar work to be paid equally, regardless of gender.

The Office for National Statistics report that the overall UK Gender Pay Gap for 2018 stood at 17.9%. This means that women on average earn nearly a fifth less than men.

There are various reasons for this and typical causes include the following:

- Higher proportion of men in senior roles;
- Higher proportion of men in technical or engineering roles, which tend to be higher paid;
- Women tend to dominate part time roles, often due to them being the primary carer;
- Women often take time out for family reasons, which can impede their progress to more senior roles.

Our calculations in this report are based upon data for the pay period up to and including 5 April 2018, at which point we employed 219 males and 39 females. The bonus calculation is for the year 6 April 2017 to 5 April 2018. Our figures are reported to the UK Government and are published on the Government's Gender Pay Website.

UNDERSTANDING GRESHAM OFFICE FURNITURE LTD'S GENDER PAY GAP

Our data shows that we continue to have a negative overall gender pay gap across our business, which means that the average female is paid more than the average male. This is mainly driven by the composition of our workforce. As a manufacturer Gresham tends to employ females in administrative and managerial positions, which is reflected in the fact that out of the 39 females employed on the 5 April 2018 over 60% were included in the top two quartiles. This highlights the important role that women continue to play within our company at all levels, including in our senior management team.

We are confident that men and women are paid fairly and equitably relative to their role, skills and experience. We will continue to focus on ensuring we attract and retain the right people to help us grow the company, regardless of gender, as part of our commitment to provide a diverse, fair and open working environment

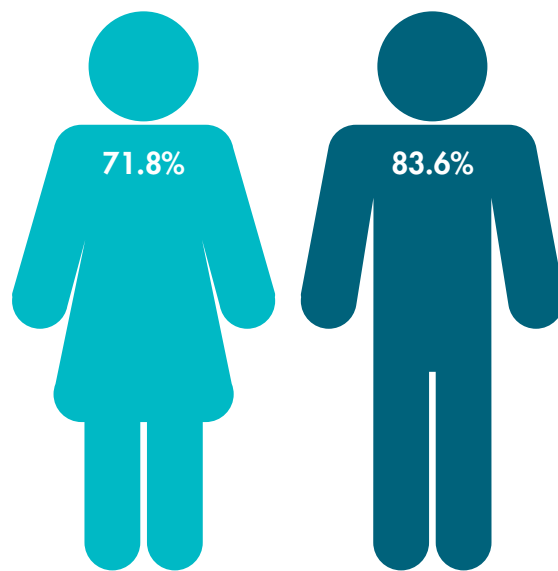
I can confirm that the information provided in this report is accurate and has been calculated in accordance with the relevant legislation.

Craig Turley
Finance Director

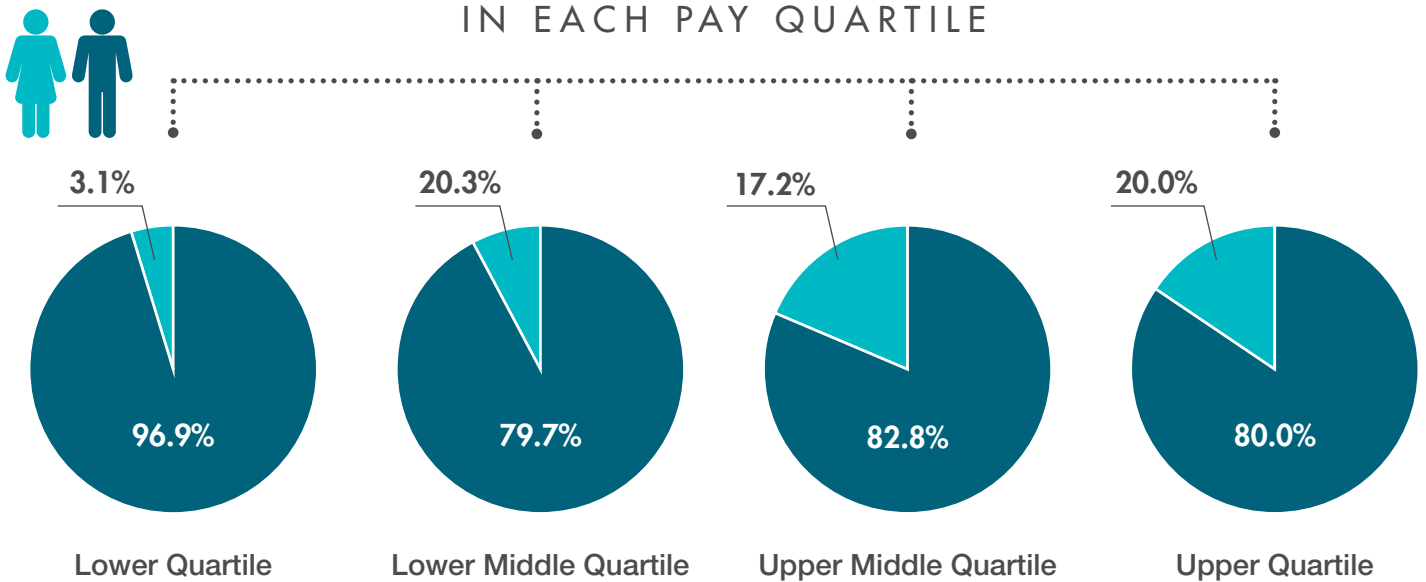
GENDER PAY GAP RESULTS

	Mean	Median
Pay gap	-5.92%	-12.4%
Bonus gap	3.8%	0.3%

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE





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