



## DFS Furniture PLC

### Gender Pay Gap Reporting April 2020

During the last 12 months the DFS Group has continued to develop its Inclusion strategy, ensuring that all colleagues have equal opportunities to thrive. It is our ambition to reflect the communities where we live and work and the customers that we serve as we aim to build a culture where everyone is welcome. We want to ensure that our colleagues are diverse and representative of the UK population as a whole.

We are confident that our male and female employees receive equal pay for equivalent jobs and we remain committed to reviewing our Gender Pay Gap figures each year.

As a Group we report our Gender Pay Gap figures for the third time in 2020. Our numbers are based on almost 5,000 relevant employees across our retail, manufacturing, supply chain and business support teams. Our female representation has remained steady in the last year, with a 64% male / 36% female split. The higher volume of male colleagues continues to be driven by our supply chain and manufacturing locations which have traditionally attracted a high male bias to their workforce.

Our analysis for 2020 again shows Group level reductions in both the mean and median gender pay gap figures. The **mean gender pay gap was 11.8%**, a fall of 3% against last year's figure; the **median gender pay gap was 8.9%**, a reduction of 1.2% against the 2019 number. We have improved our female representation in sales positions, where earnings potential is generally higher, and as we continue to address this imbalance we believe this will further reduce our gender pay gap.

Our mean bonus pay gap for 2020 was 39.7%. This gap continues to be the result of a higher proportion of male colleagues being employed in senior roles with relatively larger performance related bonus payments. However, the median bonus pay gap, which is more typical of bonus payments across the Group, was favourable to females at -8.1%. The proportion of men and women who were paid a bonus in the last 12 months was 89% and 90% respectively.

The proportion of male and female colleagues in each pay quartile is shown in the table below. To fall in line with the overall gender split across the Group, the representation in each quartile would be 64% male and 36% female.

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Males	52%	66%	71%	73%
Females	48%	34%	29%	27%

As a Group, we are committed to ensuring our colleagues are rewarded fairly and consistently, with equal development opportunities for all. We aim to continue to improve our gender representation and have developed various activities across the Group to support this.

We'll continue to drive our Inclusion agenda and we've made good progress over the last 12 months in building a culture-first strategy, starting conversations around Inclusion with internal education and engagement activity, alongside the creation of longer-term plans at brand and functional levels to make a measurable difference to the diversity of our workforce.

I confirm that DFS Furniture Group has prepared its 2020 gender pay gap report in line with mandatory requirements.

Jo Shawcroft  
Group People Director