

Gender Pay Gap Reporting 2018

Moores Furniture Group Limited are committed to creating a diverse and inclusive workforce. We recognise the importance of diversity and how this can contribute to creating higher performing teams and overall business success.

Considering this, we have welcomed the opportunity to comply with the new Government requirement under the Equality Act 2010 to report on our Gender Pay Gap. This development requires all UK organisations with 250 or more employees to publish specific information about their gender pay position. This includes details of mean and median gender pay and bonus gaps, as well as a gender breakdown of highest to lowest earners and bonus recipients.

We already comply with the law and do what is right in terms of parity of pay for roles at the same level under the legislation relating to Equal Pay, however by looking at the average pay by gender, regardless of the roles performed, we can have a greater awareness of the representation of women in our business and our industry.

This will allow us to tailor our people strategy, focusing on how we can improve on our results and ensure we have the right people in the right jobs regardless of gender.

We are pleased to report that our results as shown in Table 1 are significantly below the national UK average of 18.1% as reported by The Office for National Statistics, along with the average for Furniture

Table 1

Difference between Men & Women	Mean (average)	Median (middle)
Hourly Pay	3.9%	-2.8%
Bonus	-2.2%	0%

Table 2

Distribution of male and female employees by hourly pay quartile

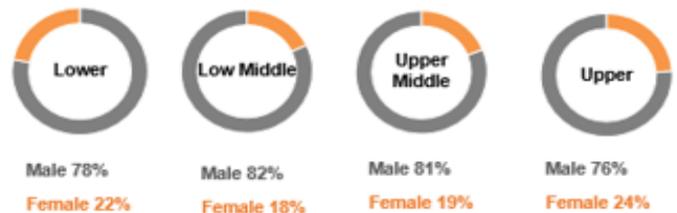


Table 2 shows the gender distribution across 4 equal hourly pay quartiles. Our results show that women are fairly represented across each quartile. This is positive as it suggests that women's careers are not stalling at Moores and are able to progress to senior positions in the

Table 3

Proportion of eligible employees receiving a bonus for 2017



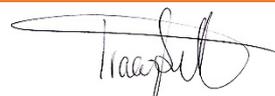
Table 3 shows the difference in bonus payments between men and women in 12 months preceding April 2017. These figures mean that 66% of females got a bonus, and 91% of males got a bonus, however it should be noted that we believe this figure will have been influenced by all those eligible in Operations receiving a £150 Christmas bonus, the majority of which were men. Looking at the overall figures in Table 1 however we note the Pay Gap in terms of amounts paid bonus is -2.2% in favour of women.

At Moores we have a variety of mechanisms to promote consistency in reward, including salary benchmarking and job evaluation. Whilst we are not looking towards an era of positive discrimination, we do plan on continuing to act to increase equality further. Our plans include continuing to have and build upon transparent career paths and salary structures, promoting better work-life balance and flexible working, building awareness of equality issues amongst managers, supporting career aspirations via support networks, mentorship and flexibility and demonstrating our leadership commitment to equality.

We confirm the date is accurate



For Moores Furniture Group Limited
Steve Parkin
CEO



For Moores Furniture Group Limited
Tracey Sewell
HR Director