

Gender Pay Gap Reporting 2019

Moores Furniture Group Limited (MFG) 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 continue to welcome the opportunity to comply our Gender Pay Gap reporting requirements under the Equality Act 2010.

MFG have always looked to comply with rule and legislation relating to Equal Pay. Having this opportunity to understand pay by gender, regardless of the roles performed, allows us to have an even greater awareness of the representation of women in our business and our industry.

Each year our results and the report under the Gender Pay Gap allow us to review our people strategy, focusing on improving our results where we can and ensuring we have the right people in the right jobs regardless of gender.

Our results have unfortunately declined since 2017, moving from 3.9% mean hourly fully pay gap to 11.2% (see Table 1). Our results are however still below The Office for National Statistics (ONS) national average for all employees (17.9%) and the comparable figure reported by the ONS in 2018 for manufacturing (12.3%).

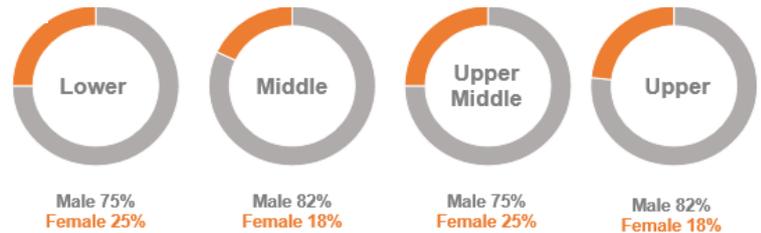
Our mean bonus pay gap is -18% in favour of females, with 8.4% of all relevant males and 12.2% of all relevant females receiving a bonus payment in the 12 months preceding the snapshot date of April 2018.

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 MFG and are able to progress to senior positions in the business.

Table 1 – Gender Pay Gap for MFG

Difference between Men and Women at MFG	Mean (average) MFG	Median (middle) MFG
Hourly Pay	11.2%	0.47%
Bonus	-18%	15.4%

Table 2 – Pay Quartiles at MFG



We are disappointed to see an increase in our Gender Pay Gap results from last year but we understood the reasons. We acknowledge that it has been widely reported that firms are reporting wider pay gaps than they did last year and we will seek to maintain our focus in this area.

MFG has also been moving through a substantial business transition during this last snapshot period. As a result, we have seen changes in many areas of the business which we believe have impacted the result with several females in higher paid roles leaving the business since the last reporting opportunity.

At MFG we have a variety of mechanisms to promote consistency in reward, including salary benchmarking and job evaluation. In January 2019 we launched a new Company Performance Related Pay scheme which rewards all employees based on company performance.

Whilst we retain our approach of not looking towards an era of positive discrimination, we do continue with our plans to increase equality further. These plans include building upon transparent career paths and salary structures, promoting better work-life balance and flexible working, increasing awareness of equality issues amongst managers, supporting career aspirations via support networks, mentorship and flexibility and demonstrating our leadership commitment to equality. We have also recently enhanced our Maternity Leave policy this year to include an element of enhanced pay for all eligible employees.

We will continue our efforts to reduce our gender pay gap and remain an employer of choice in the local area.

I confirm the data is accurate



For Moores Furniture Group Limited
Steve Parkin
CEO