

Gender Pay Gap Reporting 2023

Bensons for Beds has over 70 years heritage within retail and 100 years of manufacturing experience in manufacturing and sourcing the best quality beds, frames, and mattresses, and we understand how to design the perfect, tailored sleep experience.

We have more than 160 stores nationwide and we are the first British Standard Kitemark accredited bed retailer. At Bensons we benefit from being vertically integrated with our retail stores and our own manufacturing site located in Huntingdon as well as our own warehousing and distribution network serving our customers across the UK.

At Bensons for Beds, we passionately believe that great people make a great company and through 'The Bensons Way' which is our way of doing things around here, this will unlock the power and potential of our people. We're the proud employer of 1800 people across our business who make, sell, and deliver our products and it's important to us to see them grow and develop their careers so everyone can reach their full potential. We also want to attract, grow, reward, and recognise diverse teams of people who are highly capable, highly engaged and who work together for the success of the business.

Through 2023 we reviewed our reward package in more detail, understanding its needs to be more than just paying colleagues for the work they do every day. We've looked at how we reward our colleagues for delighting our customers at each stage of the customer journey and in line with our values of being devoted, driven, and daring we want to ensure we offer sector leading total reward that represents our desire and commitment to put our people first and make Bensons a great place to work.

- We offer a competitive salary in each local market to help us retain and attract diverse talent.
- We offer variable pay to all colleagues to allow them to be rewarded for high performance
- We have supported our colleagues with the cost-of-living crisis.
- We offer a market leading benefit package that focuses on health, wellbeing and that offers financial support and protection

Gender Pay Gap Reporting Explained

Gender Pay Gap legislation requires any employing entity with 250 colleagues or more to publish their mean and median gender pay bonus gaps.

A gender pay gap is concerned with the difference in the average pay between male and female colleagues over a period of time regardless of their roles. Equal pay is the pay difference between different people who carry out the same or similar jobs.

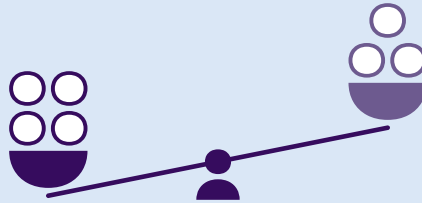
Having a gender pay gap is not unlawful as various factors influence the gap such as the types of roles women undertake and the demographics of the people in the Company.



Gender Pay Gap Reporting 2023

How we calculate Gender Pay Gap

Mean: The mean is calculated by taking the average pay of all our male employees and compare this to the average pay of our female employees.



Median: If we were to line up our male and female employees separately from the lowest to the highest paid then the pay of the employee in the middle is the median. The median pay gap is the difference between the middle male employees and female employees.



Our Gender Pay Gap is the difference in the hourly pay for male and female colleagues during the pay period that included the snapshot data of date of 5th April 2023 and includes data for our two business entities.

The data for Bensons Retail Limited refers to all colleagues within our Retail, Logistics and Support Office functions and the data for Bensons for Beds Manufacturing Limited references all colleagues who work within our manufacturing business in Huntingdon.

Key figures for Bensons for Beds:

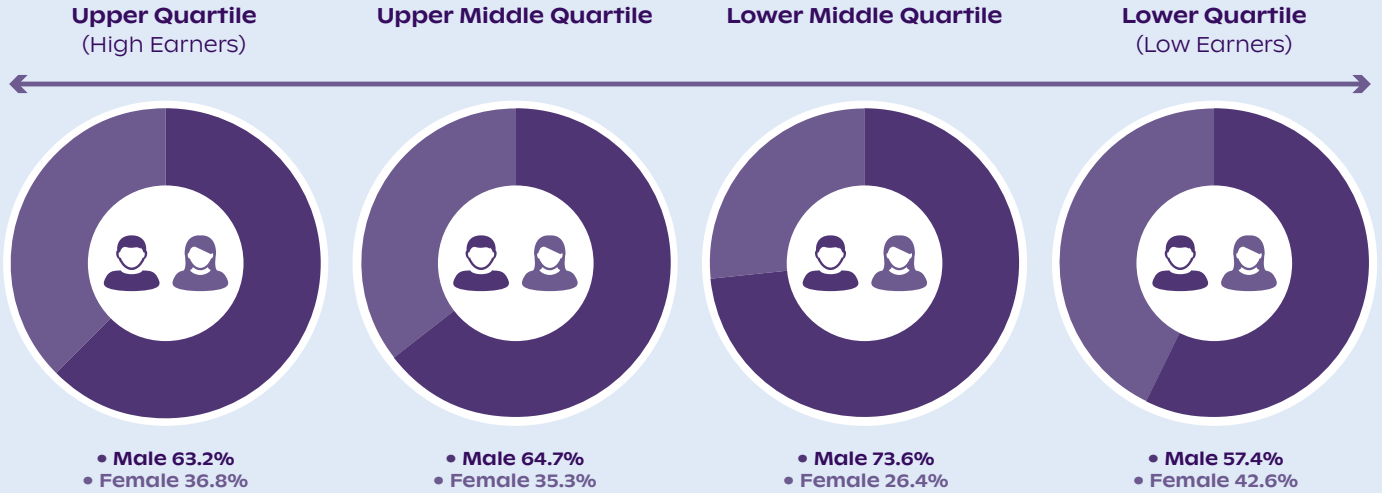
Bensons for Beds whole business:

- Male 66.5%
- Female 33.5%



Bensons for Beds Retail Ltd Pay Gap Result

Pay Quartiles by Gender



This is the proportions of male and female full-pay relevant employees in the Lower, Lower Middle, Upper Middle and Upper Quartile pay bands.

Mean hourly rate for males	Mean hourly rate for females	Percentage gender pay gap
£14.02	£12.98	3.8%

Gender Pay Gap Results

This is the difference between the median hourly rate of pay.

Median hourly rate for males	Median hourly rate for females	Percentage gender pay gap
£11.42	£10.52	-1.1%

This compares favourably to the UK average median pay gap of **14.3%** and the UK average mean pay gap of **13.2%**. This compares favourably to the UK retail average median pay gap of **7.3%** and the UK retail average mean pay gap of **13.5%**.

*source Provisional ONS figures December 2023

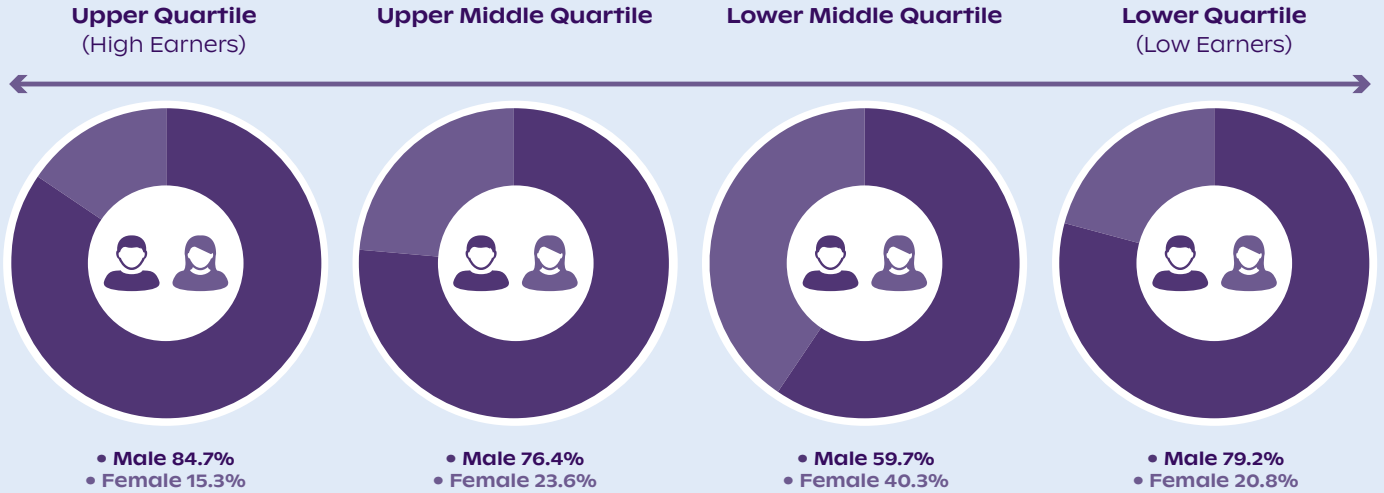
Bonus Pay Results

The percentage of colleagues who received a bonus

Males paid a bonus			Females paid a bonus		
69.05%			64.7%		
Mean annual bonus for males	Mean annual bonus for females	Percentage gender pay gap	Median annual bonus for males	Median annual bonus for females	Percentage gender pay gap
£990.28	£869.96	0.14%	£554.30	£659.18	0.19%

Bensons for Beds Manufacturing Ltd Pay Gap Result

Pay Quartiles by Gender



This is the proportions of male and female full-pay relevant employees in the Lower, Lower Middle, Upper Middle and Upper Quartile pay bands.

Mean hourly rate for males	Mean hourly rate for females	Percentage gender pay gap
£12.85	£12.11	7.9%

Gender Pay Gap Results

This is the difference between the median hourly rate of pay.

Median hourly rate for males	Median hourly rate for females	Percentage gender pay gap
£11.74	£11.74	0.0%

This compares favourably to the UK average median pay gap of **14.3%** and the UK average mean pay gap of **13.2%**. This compares favourably to the UK furniture manufacturing average median pay gap of **9.5%** but we are slightly behind the UK furniture manufacturing average mean pay gap of **4%**.

*source Provisional ONS figures December 2023

Bonus Pay Results

None to report for this pay period

Gender Pay Gap Reporting 2023

Our Results

We have a gender pay gap and it exists because more men than women are employed across all pay band quartiles. We have a male bias of full-time workers within our Retail teams, more women than men choose to work in part time, and in flexible roles - which of course, has an impact on our overall numbers.

Our Warehouse, Distribution, Logistics and manufacturing operations, also lean towards a male bias, again influencing the ratios between male and female employees. We continue to work hard to understand how we can adapt our working hours to attract more women and, while there is work still to do, we remain focused on embracing a more diverse workplace in all areas of our business.

Where our focus lies in the year ahead

We are continually looking at ways to balance our gender pay gap. Over the course of the next 12 months, we will:

- Lead with transparency to ensure all of our colleagues are aware of how they are rewarded, the benefits open to them and how they can progress in their career with us
- Ensure development opportunities are open to all colleagues and appropriate forums in place to discuss colleague development and succession planning
- Identify career pathways to support training for colleagues so they can develop into more senior roles and higher pay quartiles
- Continue to support our colleague networks to achieve their aims and objectives supported by our executive team sponsors
- To introduce DE&I questions into our colleague engagement survey to get colleague feedback to help us understand how we can improve

The Executive team at Bensons for Beds are committed to making meaningful change and creating a great place to work where our colleagues thrive.

I confirm that our gender pay and bonus gap calculations and the data provided in this report for our two entities are accurate.

Linda Sleath

Chief People Officer

