

Difference in mean pay	7.3%	Difference in mean bonus pay	7.86%
Difference in median pay	15.2%	Difference in median bonus pay	27%
Percentage of men and women who received bonus pay in the relevant period	Male	Female	
	2.9%	1.8%	
Percentage of men and women in the quartile bands: Upper; Upper Middle, Lower Middle, Lower		Male	Female
	U	85%	15%
	UM	89%	11%
	LM	55%	45%
	L	88%	12%

The data collated shows a gender pay gap of 7.3%. The data simply shows the difference in earnings between male and female staff, which is largely due to the majority of the workforce being male (predominantly factory staff) Male and female staff receive equality of pay for carrying out work at a similar or comparable level.

G Plan is part of the Sofa Brands International Group. In order to address our gender pay gap across the Group, we are focussing on both our graduate and apprenticeship schemes, which we hope will increase the number of females employed at a senior level over the next few years. Given the nature of the graduate and apprenticeship schemes, this will not be a quick fix, but we hope over the next few years will effectively narrow the gap. Previously, our graduate scheme always had a higher percentage of males, but we have now reached the point where we have a 50/50 split of male and female graduates on the scheme.

As with many manufacturing industries, highly skilled jobs within upholstery jobs have traditionally attracted male employees. Given the level of skills, expertise and craftsmanship, these roles attract higher salaries. However, we are pleased to now have our first female skilled upholsterer in the Group, having successfully completed her apprenticeship programme, and we hope to attract more into our business.

As a group we are currently undertaking work on our salary bandings. In terms of recruitment practices, we encourage applications from female employees and are involved with local Schools, so that we again encourage interest in industry from both male and female applicants.