

Gender Pay Gap Reporting 2022

There are lots of ways you can do things, but at Bensons we want to create our own way – ‘The Bensons Way’ - which is about being positive, progressive and to put in place the building blocks to ensure that we stay people focused.

It’s important to remember that the Gender Pay Gap is not the same as Equal Pay. The Bensons Way is that we embrace diversity of gender in every area and at every level of our business to ensure male and female employees always receive equal pay for equal roles. It’s also worth remembering that the Gender Pay Gap looks back retrospectively at a snap shot in time.

The Bensons Way is about having a people led strategy and becoming recognised as a great place to work. So, our reward package needs to be more than just paying colleagues for the work they do every day, it’s about rewarding great performance, being there to support when they need us most, making health and wellbeing a priority, and offering a little flexibility, because when our teams are happy, engaged and enjoying what they do this reflects in their attitude and approach to work and our customers.

Because we are passionate about offering a sector leading package that represents our desire and commitment to put our people first:

- We offer a competitive salary in each local market to help us retain and attract diverse talent.
- 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.

We’re the proud employer of 1499 people in our retail business and 298 in manufacturing – and nothing is more important to us than seeing them grow with the business and develop their careers so everyone can reach their full potential.

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 Sales Team, 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.

Actions to reduce gender pay gap

We’re continually looking at ways to balance our gender pay gap to ensure we become a truly inclusive employer. Over the course of the next 12 months, we will:

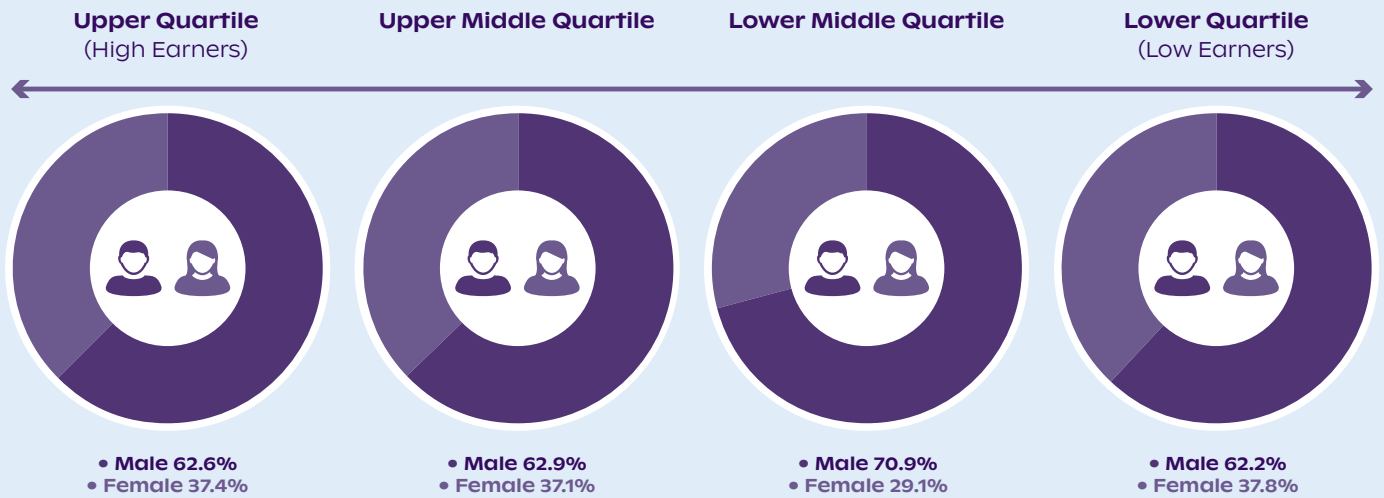
- Ensure career pathways are in place for all roles across the organisation to support training for colleagues so they can develop into more senior roles and higher pay quartiles.
- Continue to champion our newly formed Women in Business network IGNITE to support women in their development as future leaders.
- To routinely put all job adverts and job descriptions through gender decoder checks.
- To introduce DE&I questions into our colleague engagement survey to get colleague feedback to help us understand how we can improve.

Maxine Blackwell
Chief People Officer.



Bensons for Beds Retail Ltd Pay Gap Result

Hourly Pay Results



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 |
|----------------------------|------------------------------|---------------------------|
| £15.30 | £14.84 | 3% |

The difference between the mean hourly rate of pay

| Median hourly rate for males | Median hourly rate for females | Percentage gender pay gap |
|------------------------------|--------------------------------|---------------------------|
| £12.71 | £12.86 | -1.2% |

The difference between the median hourly rate of pay

Bonus Pay Results

The proportions of male and female relevant employees who were paid bonus pay

| Males paid a bonus | Females paid a bonus |
|--------------------|----------------------|
| 66.04% | 68% |

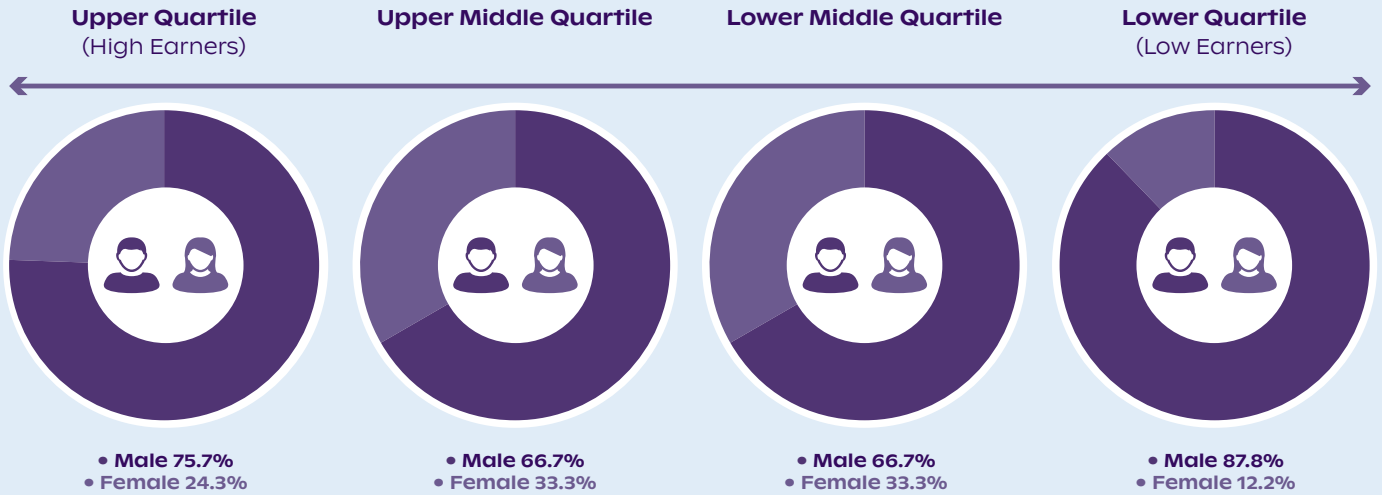
The difference between the mean bonus pay

The difference between the median bonus pay

| 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 |
|-----------------------------|-------------------------------|---------------------------|-------------------------------|---------------------------------|---------------------------|
| £5,860.92 | £5,924.96 | -1.1% | £4,784.54 | £5,093.46 | -6.5% |

Bensons for Beds Manufacturing Ltd Pay Gap Result

Hourly Pay Results



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 |
|----------------------------|------------------------------|---------------------------|
| £11.67 | £11.32 | 3% |

The difference between the mean hourly rate of pay

| Median hourly rate for males | Median hourly rate for females | Percentage gender pay gap |
|------------------------------|--------------------------------|---------------------------|
| £10.56 | £10.56 | 0.0% |

The difference between the median hourly rate of pay

Bonus Pay Results

The proportions of male and female relevant employees who were paid bonus pay

| Males paid a bonus | Females paid a bonus |
|--------------------|----------------------|
| 15.84% | 0% |

The difference between the mean bonus pay

The difference between the median bonus pay

| 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 |
|-----------------------------|-------------------------------|---------------------------|-------------------------------|---------------------------------|---------------------------|
| £462.23 | £0 | 100% | £420.41 | £0 | 100% |