

**Introduction**

At Belfield we are committed to treating all of our employees equally and ensuring that everyone has the same opportunities for recognition, reward and career development.

The gender pay gap is the difference in the average pay and bonuses of all men and all women across an organisation. Whilst we are confident that our gender pay gap is not caused by men and women being paid differently to do the same job, we do have a gender pay gap when we compare the overall average pay and bonuses for women and men. We are confident that the gap is driven by our workforce structure and not because of our pay policies and practices.

Our gender pay gap figures are based on a relevant workforce of 493 employees, our employee base is 61.5% male, 38.5% female split driven mainly by the fact that traditionally our manufacturing business areas, have for various reasons, attracted a male bias workforce.

**Gender & Bonus Pay Gap**

As of the snap shot date (5<sup>th</sup> April 2017) the table below shows our overall mean and median gender pay gap and bonus pay gap. The percentage shown is the difference in overall mean and median pay and bonus between men and women.

Mean and Median Pay and Bonus Gap		
	Mean	Median
Gender Pay Gap	11.13%	15.73%
Bonus Pay Gap	74.5%	74.2%

Our gender pay gap is a result of more men filling senior positions within our business.

Our bonus pay gap is a result of more men filling senior positions within the business and those individuals in senior management positions receiving relatively larger performance related bonuses.

**Proportion of males and females in each pay quartile**

The table below shows the percentage of males and females in each pay quartile.

Proportion of employees in each pay quartile		
	Male	Female
Upper Quartile	65.85%	34.15%
Upper Middle Quartile	82.93%	17.07%
Lower Middle Quartile	46.34%	53.66%
Lower Quartile	50.81%	49.19%

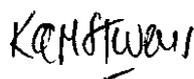
When looking at pay differentials by quartile the table above shows that there is no significant gender pay differential in the lower two quartiles. The gender pay gap is confined to the two top quartiles of our business, analysis of our data for these quartiles shows that this pay gap does not arise from males being paid more than females doing the same job/at the same level of management being paid differently. The gap in average pay and bonus pay is due to the fact that we have fewer females in our most senior management roles.

**Recognising our gender gap**

We are committed to reducing our gender gap and to continue to support the development of all our colleagues into Senior Management roles.

**Statement**

I confirm that Belfield Furnishings Limited is committed to the principle of gender pay equality and has prepared its 2017 gender pay gap results in line with mandatory requirements.



**Karl Stevens**  
**Chief Financial Officer**  
**27<sup>th</sup> March 2017**