

# Gender Pay Gap Report



## OUR COMMITMENT

At Lebus Upholstery, we are committed to providing a fair, inclusive and rewarding workplace for all employees. We continually review our people practices to ensure equal opportunities for recruitment, development, progression and reward across the business.

The figures below show our Gender Pay Gap results and workforce distribution.

## GENDER PAY GAP SUMMARY



### HOURLY PAY

Women earned 96p for every £1 earned by men when comparing median hourly pay.

- Median gender pay gap: **4.0%**
- Mean (average) gender pay gap: **9.2%**

This means that, on average, women's hourly pay was lower than men's across the organisation.



### BONUS PAY

Women earned 90p for every £1 earned by men when comparing median bonus pay.

- Median bonus pay gap: **9.9%**
- Mean (average) bonus pay gap: **34.2%**



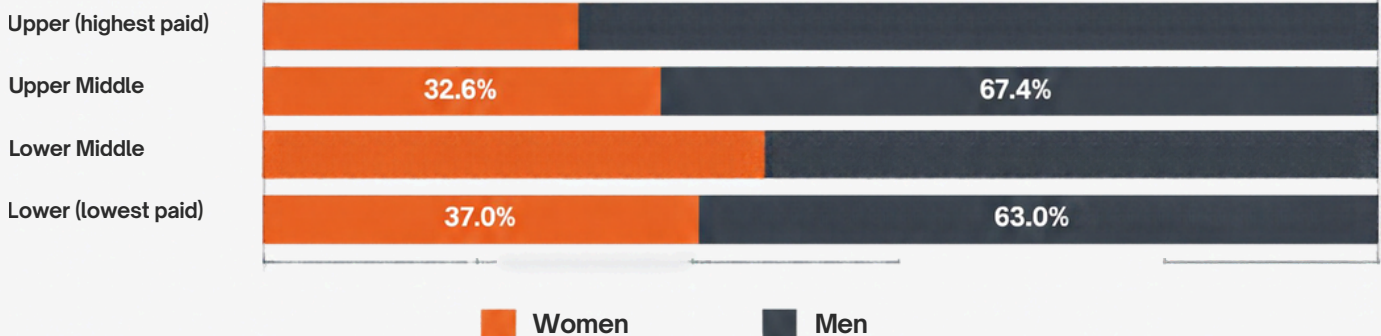
### EMPLOYEES RECEIVING A BONUS

**95.9%** of women received a bonus payment

**90.3%** of men received a bonus payment

## REPRESENTATION ACROSS PAY QUARTILES

The workforce is divided into four equal pay quartiles, from the lowest-paid roles to the highest-paid roles.



## LOOKING FORWARD

We recognise the importance of maintaining a diverse workforce and providing equal opportunities for all employees. We remain committed to:

- Attracting talent from diverse backgrounds
- Supporting career development and progression opportunities
- Reviewing reward practices to ensure fairness and consistency
- Promoting an inclusive workplace where everyone can succeed

By continuing to focus on these priorities, we aim to support greater representation across all levels of the business and further reduce our gender pay gap over time.