

DFS Furniture PLC - Gender Pay Gap Reporting April 2022

During the last 12 months the DFS Group has continued to develop its Inclusion strategy, ensuring that all colleagues have equal opportunities to thrive. It is our ambition to reflect the communities where we live and work and the customers that we serve as we aim to build a culture where everyone is welcome. We want to ensure that our colleagues are diverse and representative of the UK population as a whole.

We are confident that our male and female employees receive equal pay for equivalent jobs and we remain committed to reviewing our Gender Pay Gap figures each year.

As a Group we report our Gender Pay Gap figures for the sixth time in 2022. Our numbers are based on over 5,000 relevant employees across our retail, manufacturing, supply chain and business support teams. Our female representation has remained broadly the same as last year with a 66% male / 34% female split. The higher volume of male colleagues continues to be driven by our supply chain and manufacturing locations which have traditionally attracted a high male bias to its workforce.

Our analysis for 2022 shows Group level reductions in both the mean and median gender pay gap figures. The mean **gender pay gap was 6.8%**, a fall of 1.4% against last year's figure; the **median gender pay gap was 5.1%**, a reduction of 2.0% against the 2021 number. Whilst this in part reflects improvements made in female representation across our leadership positions, the 2022 numbers were impacted by the removal of c.24% of our headcount from the Group calculation for the reason of reduced pay during the relevant pay period because of the tail end impact of Covid-19. When we calculate the 2023 gender pay gap numbers we expect a significant reduction in the number of colleagues that need removing from the calculation that will enable us to understand a truer position in 2023.

Our mean bonus pay gap for 2022 was 30.0%. This gap continues to be the result of a higher proportion of male colleagues being employed in senior roles with relatively larger performance related bonus payments. However, the median bonus pay gap, which is more typical of bonus payments across the Group, was favourable to females at -13.6%. The proportion of men and women who were paid a bonus in the last 12 months was 94% and 90% respectively.

The proportion of male and female colleagues in each pay quartile is shown in the table below. To fall in line with the overall gender split across the Group, the representation in each quartile would be 66% male and 34% female.

	Lower Quartile	Lower Middle	Upper Middle	Upper Quartile
Male	53%	79%	72%	70%
Female	47%	21%	28%	30%

As a Group, we are committed to ensuring our colleagues are rewarded fairly and consistently, with equal development opportunities for all. We'll continue to drive our Inclusion agenda with internal education and engagement activity, alongside longer-term plans at brand and functional levels to make a measurable difference to the diversity of our workforce.

I confirm that DFS Furniture Group has prepared its 2022 gender pay gap report in line with mandatory requirements.

Jo Shawcroft

Chief People Officer