

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees data.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximized and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records in regards to gender pay reporting if they chose to by contacting the HR department at our Barnsley Office on (+44) 01226 707500.

Leggett & Platt is committed to equal opportunity and bases workplace decisions solely on the skills and abilities of our applicants and employees. These principles of equal opportunity should be applied in all aspect of employment including: recruiting, hiring, promotion, training, compensation, termination, layoff, transfer, disciplinary actions, and other terms, conditions or privileges of employment.

You can learn more about Gender Pay Reporting by visiting

www.acas.org.uk/genderpay



The below information relates to tax year ended 5th of April 2020 and is being reported in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

		Male		Female
Median basic Pay	£	21.22	£	19.72

The Median is calculated by looking at all relevant employees over the past 12 months separated by gender and looking at the middle employee's hourly basic rate. Males are paid on average 8% more than females.

Mean basic pay	£	24.49	£	20.54
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The Mean is calculated by looking at all relevant employees over the past 12 months separated by gender and looking at average hourly basic rate each gender gets paid. Males are paid on average £3.95 more.

Mean bonus pay	£	1,827.71	£	2,366.26
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The Mean Bonus is calculated by looking at all relevant employees over the past 12 months separated by gender and looking at average bonus rate each gender gets paid. Women on average get paid £636.49 more bonus per year than men.

Percentage difference in Mean bonus pay	-29%	23%
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As a percentage Men are paid 29% less bonus than Women conversely Women are therefore paid 23% more than Men.

Proportion of employees who received a bonus	99%		97%	
	Male	Female	Pay band including bonus	
Number of employees	Male	Female	From	To
Band A - First Quartile	40%	60%	£ 4.77	£ 13.20
Band B - Second Quartile	0%	0%	£ 13.21	£ 13.66
Band A - Third Quartile	67%	33%	£ 13.67	£ 16.56
Band A - Forth Quartile (highest paid)	72%	28%	£ 16.57	£ 71.35
	All Employees	Full Paid Relevant Employees		
Number of Male employees	326	17		
Number of Female employees	31	9		
Total employees	357	26		

I, Mike Holmes, as Managing Director of Leggett & Platt Components Europe Limited confirm that the information included in this report has been collected in good faith and is a true and fair representation.



Mike Holmes
Managing Director