

Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay 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 will do this within one calendar year of April 5th 2018.

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 maximised 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 choose to by contacting Mike Holmes.

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 aspects of employment including: recruiting, hiring, promotion, training, compensation, termination, layoff, transfer, disciplinary actions, and other terms, conditions or privileges of employment.

The below information relates to tax year ended 5th of April 2018 and is being reported in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

	Male	Female
Median basic Pay	2%	-2%
Median bonus pay	18%	-21%

The Median is calculated by looking at all relevant employees over the past 12 months separated by gender and looking at the middle employees hourly basic rate. Males are paid on average 2% more than females.

Mean basic pay	-1%	1%
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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. Females are paid on average 1% more than Males.

Mean bonus pay	-6%	6%
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As a percentage Males are paid 6% less bonus than Females, conversely Females are therefore paid 6% more than Males.

Proportion of employees who received a bonus	99%	97%
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	Pay band including bonus	
	Male	Female
Number of employees		
Lower Quartile (inc Apprentice)	84%	16%
Lower Middle Quartile	92%	8%
Upper Middle Quartile	95%	5%
Top Quartile (highest paid)	91%	9%
Number of Male employees	315	
Number of Female employees	33	
Total employees	348	

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