

LAURA ASHLEY

PREMIER HOME LOGISTICS LIMITED

GENDER PAY GAP

5th April 2017

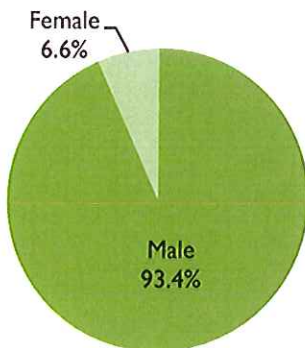
Laura Ashley is a quintessentially British lifestyle brand founded on a rich design heritage and on the traditional values of quality and originality.

Premier Home Logistics is our logistics operation.

EMPLOYEES

Our workforce in our Premier Home Logistics operation is predominantly male.

Employees (Total)



Employees (Quartile)

Quartile	Male	Female
Upper	98.5%	1.5%
Upper Middle	95.4%	4.6%
Lower Middle	93.7%	6.3%
Lower	86.2%	13.8%

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GENDER PAY GAP (MEAN & MEDIAN)

Our workforce is predominantly male and this is reflected in the gender pay gap.

Mean	Median
14.8%	8.3%

BONUS GENDER PAY GAP (MEAN & MEDIAN)

Only a very small proportion of our Premier Home Logistics workforce received a bonus.

0.0% of women received a bonus.

1.7% of men received a bonus.

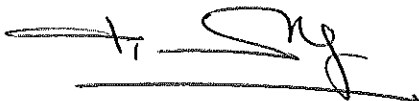
Whilst no female employees received a bonus, and this is reflected in the bonus gender pay gap, only a very small proportion of our predominantly male workforce received a bonus.

Mean	Median
100%	100%

We are committed to offering career progression for all of our employees based on merit and irrespective of gender.

We will continue to focus on offering men and women the same opportunities to work in all areas of the operation.

This statement confirms that the information contained within this report is accurate.



KC Ng
Chief Executive Officer