

# LAURA ASHLEY

## LAURA ASHLEY HOLDINGS PLC

### GENDER PAY GAP STATEMENT

5<sup>th</sup> April 2017

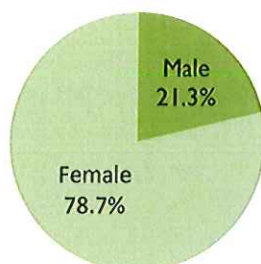
Laura Ashley is a quintessentially British lifestyle brand founded on a rich design heritage and on the traditional values of quality and originality.

We are proud to employ a diverse workforce who work together to provide our customers with beautiful Home and Fashion products and a unique shopping experience.

#### EMPLOYEES

Our workforce is predominantly female.

Employees (Total)



We employ a higher proportion of female employees across all quartiles.

Employees (Quartile)

Quartile	Male	Female
Upper	42.7%	57.3%
Upper Middle	23.3%	76.7%
Lower Middle	4.0%	96.0%
Lower	15.4%	84.6%

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## GENDER PAY GAP (MEAN & MEDIAN)

Our workforce is predominantly female with the majority of roles based in our stores. This is reflected in the gender pay gap.

Mean	Median
18.0%	13.7%

## BONUS GENDER PAY GAP (MEAN & MEDIAN)

A high percentage of our female employees received a bonus.

**65.6% of women received a bonus.**

**19.2% of men received a bonus.**

The bonus gender pay gap reflects the high proportion of store based roles that are held by female employees.

Mean	Median
44.6%	51.5%

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 move into senior roles.

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



KC Ng  
Chief Executive Officer