



GENDER PAY GAP REPORTING

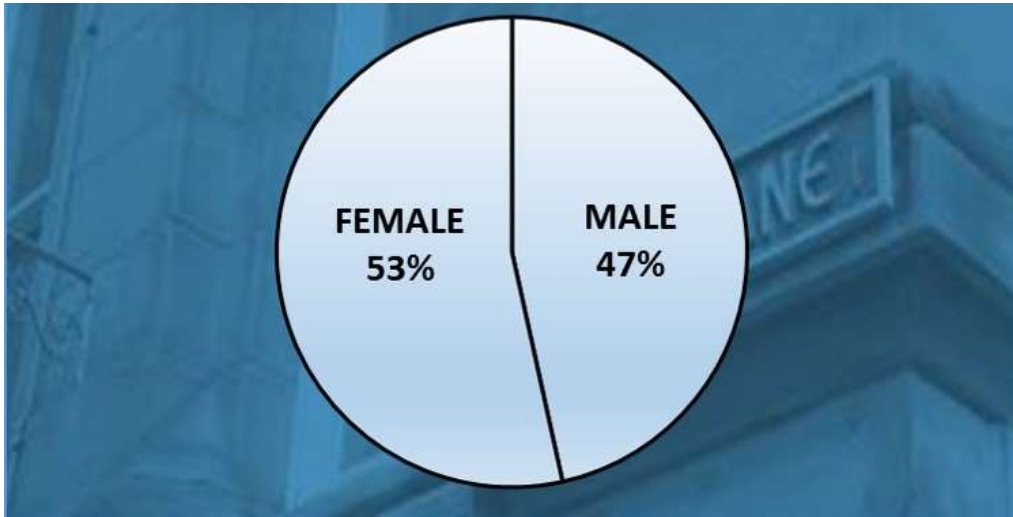
Gender Pay Gap Reporting 2018-19

Freemans plc recognises that a diverse workforce which is truly reflective of the marketplace it serves is essential for us to understand and exceed the needs of our customers.

For over 100 years our companies and brands have been at the forefront of home shopping delivering quality products and exceptional service.

We work hard to attract the very best talent, develop our workforce and create a culture of fairness and integrity for our people and our customers.

OUR EMPLOYEES



Overall Gender Split – March 2019

Overall our workforce is gender balanced, 53% of all staff are female along with 40% of our directors.



Employees by grade – March 2019

Most of our gap is largely due to a greater proportion of men at our senior management level. The average length of service is 12 years across the business and 15 years at leadership levels. This gives us great strength in terms of experience however we recognise the challenges it creates for internal progression.

OUR NUMBERS – APRIL 2018

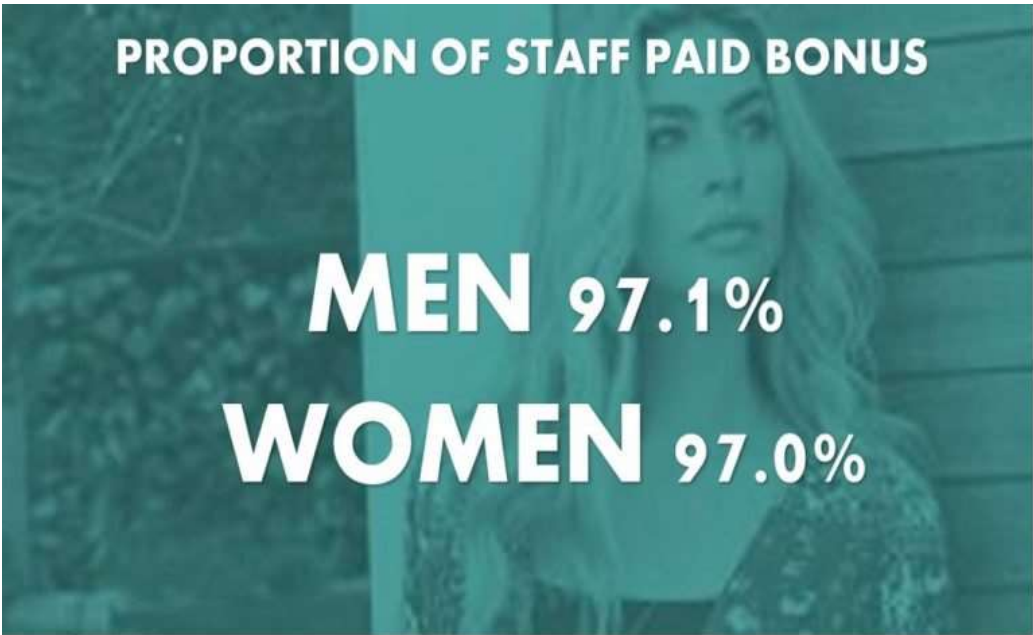
Women's hourly rate is 25.4% lower than men's.

Women's median hourly rate is 26.5% lower than men's.



Women's mean bonus pay is 53.1% lower than men's.

Women's median bonus pay is 27.9% lower than men's.



OUR PLAN

The gender pay gap measures differences between the average earnings of men and women across the organisation irrespective of grade, seniority or position. It is not the same as equal pay which ensures that men and women are paid the same for equal work of equal value.

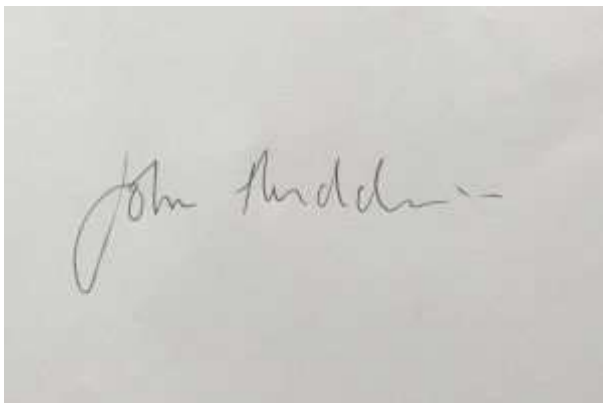
We recognise that we have an overall gap and that this is principally caused by a higher percentage of males in our senior management grades and a greater proportion of females in more junior non-management grades.

We focus on developing our talent from within. Over the past year we have launched internal management development programmes to ensure our staff are ready for their next move. 70% of staff on this programme are female.

Although we are proud that our people choose to stay with us for a long time we recognise this can limit the progression opportunities within the company. To address this we continue to grow our business and utilise new technology platforms to create exciting opportunities over time.

We are also proud to have significant female representation in our executive and an overall gender balance in our workforce. Through effective recruitment, selection and training we will endeavour to maintain this.

I confirm the data published in this report is accurate.

A photograph of a handwritten signature in dark ink on a light-colored surface. The signature is written in a cursive style and reads "John Hinchcliffe".

John Hinchcliffe

Chief Executive Officer

[See our report for 2017-18](#)

RECYCLING

GENDER PAY GAP REPORTING

OUR CHARITY WORK

RISK AND REGULATION

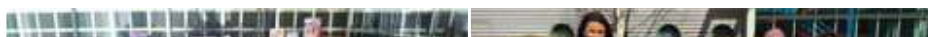
TAX

PRODUCT COVER

Tweets by @fgh_uk

 **FGH-UK**
@fgh_uk

@fgh_uk staff have been busy donating over 400 Easter Eggs to @CandlelightersT and #BTHFTcharity We'll be putting smiles on a lot of children's faces this Easter! #Charity #allforagoodcause #doingourbit #easter #easteregg #bri #eastereggappeal #happyeaster #childrenscharity



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