



Gender Pay Gap Report 2025

Introduction

In April 2017, the UK government introduced new gender pay gap reporting legislation (The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017) requiring large employers with more than 250 employees in the UK to calculate and publish their gender pay and gender bonus gaps annually.

Understanding the difference between Equal Pay and the Gender Pay Gap is essential. Equal Pay ensures men and women are paid the same for the same roles, as required by law. The Gender Pay Gap, however, reflects the difference in average pay between all men and women across the organisation and highlights gender representation at different levels. A gender pay gap does not indicate an equal pay issue. This report focuses on our Gender Pay Gap and what it tells us about the balance of our workforce.

DAMS Furniture Ltd is committed to the fair treatment and reward of all employees. Our pay decisions are based solely on role requirements, responsibilities, and performance, and is never influenced by gender. In line with UK government requirements, this report sets out our Gender Pay Gap statistics and provides insight into the balance of our workforce.

Company Profile

At the snapshot date (5th April 2025) the company employed 341 people, the split being 77% male and 23% female.

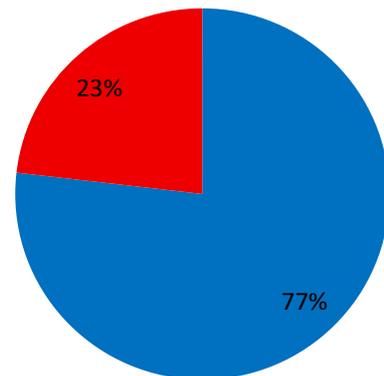
We continually review our recruitment and retention strategies to ensure they focus on attracting the best talent into key areas.

Our recruitment materials, sources and practices are structured to avoid any gender bias within the recruitment process.

We offer salary sacrifice initiatives to support our employees with their childcare requirements.

Our policies and practises support those who have caring responsibilities.

Employees



■ Male ■ Female

Our Gender Pay Statistics

Mean Gender Pay Gap:

The mean gender pay gap shows the difference between the *average* hourly pay of men and women using all employee pay data as at 5 April 2025. The same method is used to calculate the average bonus gap for payments made between April 2024 and April 2025.

Median Gender Pay Gap:

The median gender pay gap compares the *midpoint* hourly pay of men and women when earnings are ranked from lowest to highest. This approach is also applied to bonus payments for the 12-month period ending 5 April 2025.

These measures provide an overall picture of pay differences across the organisation at the reporting snapshot date.

Gender Pay Gap – Hourly Rates

	Mean	Median
Hourly Fixed Pay	6.0%	6.3%

The gap is driven by workforce composition, not pay inequality for the same job. Employees performing equivalent roles are paid the same regardless of gender; the difference arises because men and women are not represented evenly across all role types and pay levels.

The table below shows the mean and median differences between bonuses paid to men and women at DAMS Furniture Ltd in the year to 5 April 2025.

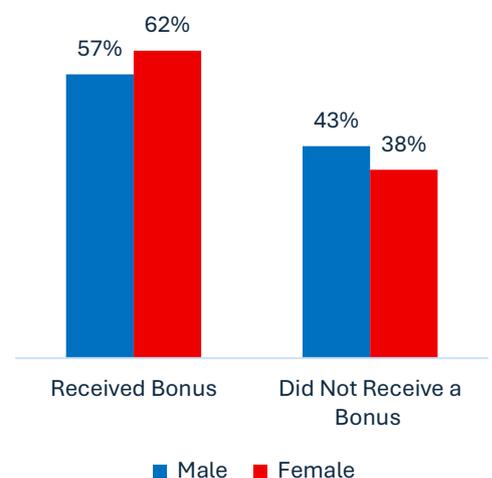
Gender Pay Gap – Bonus Payments

	Mean	Median
Bonus Paid	-15.0%	0.0%

While average bonus earnings are higher for women—resulting in a negative mean bonus gap—the equal median bonus figure demonstrates that men and women receive equivalent bonus opportunities for comparable roles. The variation in mean bonuses is driven by the gender distribution within specific bonus-eligible roles, rather than any inequality in bonus allocation.

Proportion of colleagues awarded a bonus during the year

During the year, a higher proportion of women received a bonus, with 5% more women than men receiving bonus payments



Pay Quartiles

All DAMS Furniture's employees were ranked in order from the lowest paid to the highest paid and then split into four groups.

Across all quartiles, men make up the majority of employees, which is consistent with the overall workforce composition. The representation of women is higher in some middle-quartile roles but remains lower overall due to the gender split within key areas of the business, particularly production and warehousing.

As the split of the workforce is predominantly male, there is a greater proportion of male employees across all levels of our business.

The table below demonstrates the gender distribution across our business in four quartiles based on pay bands.

	Male	Female
Lower Quartile	84.1%	15.9%
Lower Middle Quartile	69.6%	30.4%
Upper Middle Quartile	81.2%	18.8%
Upper Quartile	83.8%	16.2%

Ongoing Commitment

DAMS Furniture Ltd remains committed to fostering an inclusive, fair, and supportive workplace where everyone has the opportunity to thrive. While our Gender Pay Gap figures reflect the structure of our current workforce, we continue to focus on positive actions that promote equal opportunities, balanced representation, and long-term cultural change.

We will keep reviewing our recruitment, development, and retention practices to ensure they support gender balance across all levels of the business. Our goal is to create a workplace where every colleague feels valued, supported, and able to fulfil their potential.

Declaration

I confirm that the data reported is accurate



Emma Hibbs

Finance Director

30th March 2026