

Gender Pay Gap Report – snapshot date 5th April 2017

As a private company employing over 250 people on the snapshot date indicated above we are required by law to publish the following data, known as “Gender Pay Gap Reporting”.

Please note that the gender pay gap is not the same as equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value, whereas the gender pay gap shows the differences in the average pay between men and women.

Mean gender pay gap in hourly pay:
Women's hourly pay is 11.6% less than men's.

Median gender pay gap in hourly pay:
0% - the midpoints are the same.

Proportion of males and females receiving bonus payments:
5.3% of males and 2.8% of females .

Mean gender pay gap in bonus pay:
Women's bonus pay is 81.5% less than men's.

Median gender pay gap in bonus pay:
Women's bonus pay is 1.8% less than men's.

Percentage of males and females in each quartile:
upper quartile: 83.3% male, 16.7% female
upper middle quartile: 72.2% male, 27.8% female
lower middle quartile: 73.6% male, 26.4% female
lower quartile: 76.1% male, 23.9% female

I confirm that the data reported is accurate.



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