

**direct
online
services.**

**Gender Pay Report
2020**

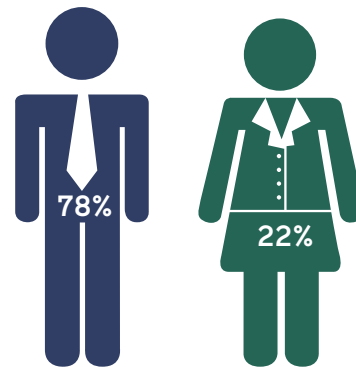
Gender Pay Report 2020

Direct Online Services is a dynamic and progressive eCommerce-led omnichannel retailer of kitchen products. Founded in 2009, we have enjoyed consistent levels of profitable growth since inception, primarily through our flagship brand Worktop Express, the UK's #1 online worktop retailer selling over 220,000 worktops per year to our B2C consumer base. We are proud to be part of the global materials division of Broadview Holding and we are now looking to invest towards the future with our people being a key area of that investment.

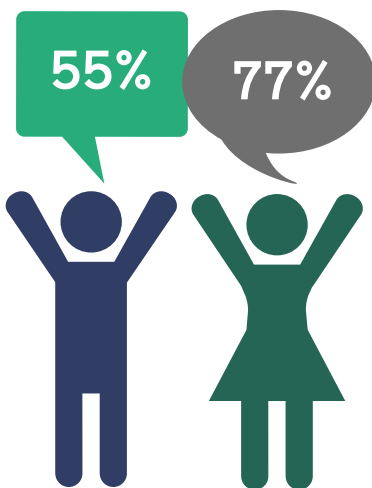
This gender pay report is based on data as at 5th April 2020

Pay and Bonus Gap

	Median	Mean
Pay Gap	-8.5%	-4.9%
Bonus Gap	-316.4%	-87.5%



Proportion of employees by gender



Proportion of employees in receipt of a bonus

Pay Quartiles

	Lower	Lower Middle	Upper Middle	Upper
Males	81%	92%	73%	71%
Females	19%	8%	27%	29%

We have a clear gender split across the business with men making up 78% of the total workforce however since our last report we have improved the overall representation of females in the higher quartiles and have added two females to the Exec board.

The majority of our drivers/delivery staff sit within the lower quartiles and due to the nature of the heavy lifting involved in delivering our products these jobs are predominantly occupied by males. Our goal is to eliminate as much manual handling as possible in order to attract more diverse candidates into these roles and address our gender balance.

We are committed to pay equality and creating an environment and culture where diverse talent is welcomed. I am personally passionate about attracting new and diverse ways of thinking and creating an environment where these can flourish. To achieve this vision, we are seeking applications from talented people whose backgrounds, experience and identity broadens the diversity of our existing team.

Nicki Burge
HR Director