



GENDER PAY GAP REPORT

APRIL 2019 – APRIL 2020

FORBO FLOORING UK LIMITED

GENDER PAY GAP REPORT –

APRIL 2020

As an employer with a workforce of over 250 employees on 5th April 2020, Forbo must comply with new statutory provisions regarding gender pay gap reporting. This requires us to carry out six calculations and publish the results each year. We have calculated the relevant figures for Forbo, set out below, using the mechanisms that are set out in the gender pay gap reporting legislation.

1. MEAN GENDER PAY GAP

Male mean hourly rate of pay is 13% lower than female hourly rate of pay.

2. MEDIAN GENDER PAY GAP

Male median hourly rate of pay is 4% lower than female hourly rate of pay

3. MEAN BONUS GENDER PAY GAP

Male mean bonus is 70.7% lower than female mean bonus

4. MEDIAN BONUS GENDER PAY GAP

Male median bonus is 78.9% lower than female median bonus

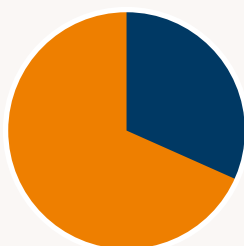
5. PROPORTION OF MALES & FEMALES RECEIVING A BONUS

Male	Female
95.1%	95.6%

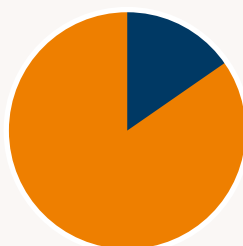
6. QUARTILE SALARY RANGE BANDING

	Male	Female
Lower Quartile	67.9%	32.1%
Lower Middle Quartile	84.4%	15.6%
Upper Middle Quartile	84.4%	15.6%
Upper Quartile	67.9%	32.1%

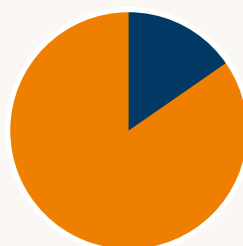
Lower quartile



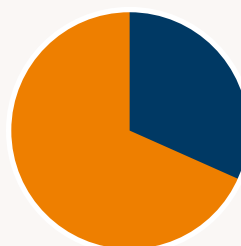
Lower middle quartile



Upper middle quartile



Upper quartile



■ Female ■ Male

Overall Forbo is made up of 76.1% men and 23.9% women. However the mean and median figures are favourable to women in both pay and bonus calculations.


As set out in our last report there has been an increase in the number of women employed in sales roles. The nature of sales roles means their remuneration is made up of commission and bonuses which impacts on the mean and median hourly pay figures as well as the mean and median bonus figures. The high mean bonus figure reflects these commission payments made to sales staff. Whilst women make up a smaller percentage of the workforce overall, the fact that 32% of women are in the Upper Quartile and the majority of male employees are in the lower three quartiles impacts the results above in the favour of women.

Our analysis of pay rates across Forbo shows that where men and women perform similar roles the difference in mean and median pay is negligible.

The mean and median figures demonstrate women are paid more than men based on the average hourly rate of pay due to a higher proportion of men working in production roles and an increase in women in sales roles. Traditionally more men than women work in production shift roles and this trend continues today: demonstrated by more men than women in the lower and lower middle quartiles. There is a shortage of qualified and experienced females in the industry working in production and this is reflected by the higher proportion of men in the senior technical and middle and senior management positions demonstrated by the percentages in the Lower Middle, Upper Middle and Upper Quartiles.

Forbo are committed to fairness and equality and are working to ensure equal participation of men and women at all levels with equal access to recognition, reward and career progression opportunities. We believe that the hourly rate and bonus pay figures demonstrate the equal opportunities across the business.

I confirm the data reported is accurate.



ERIC SPEED
FINANCE DIRECTOR

4th October 2021