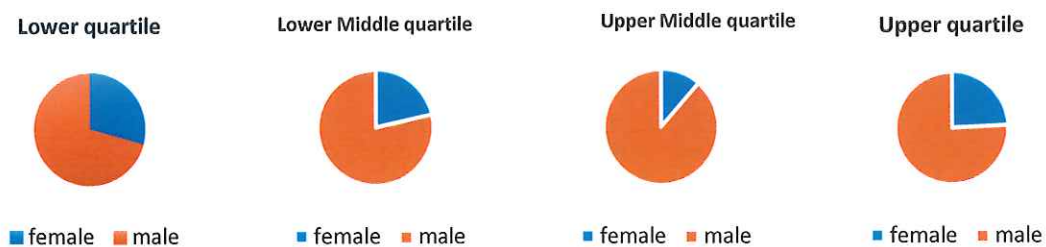


**FORBO FLOORING UK LIMITED**  
**GENDER PAY GAP REPORT**

As an employer with a workforce of over 250 employees on 5<sup>th</sup> April 2017, 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 5.3% lower than female hourly rate of pay
2. **Median Gender Pay Gap**  
Male median hourly rate of pay is 8.0% higher than female hourly rate of pay
3. **Mean Bonus Gender Pay Gap**  
Male mean bonus is 37.4% lower than female mean hourly bonus
4. **Median Bonus Gender Pay Gap**  
Male median bonus is 17.2% higher than female median hourly bonus

5.	<b>Proportion of Males &amp; Females Receiving a Bonus</b>	<b>Male</b>	<b>Female</b>
		90.3%	97.7%
6.	<b>Quartile Salary Range Banding</b>	<b>Male</b>	<b>Female</b>
	Lower Quartile	70.7%	29.3%
	Lower Middle Quartile	78.6%	21.4%
	Upper Middle Quartile	88.7%	11.3%
	Upper Quartile	75.0%	25.0%



The gender pay gap shows that where men and women perform similar roles the difference in mean and median pay is negligible. The mean figure shows 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. 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 and this is reflected by the higher proportion of men in the senior technical and middle and senior management positions. The difference in the

median pay gap is due to more men than women across the whole workforce for the reasons outlined above.

The bonus data tells a similar story and is explained by the larger proportion of men across the workforce as shown by the quartile breakdown.

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 average hourly rate and bonus pay figures demonstrate the equal opportunities across the business.

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to be 'Eric Speed', written over a horizontal line.

**ERIC SPEED**

**FINANCE DIRECTOR**

**30<sup>TH</sup> March 2018**