

FORBO FLOORING UK LIMITED

GENDER PAY GAP REPORT

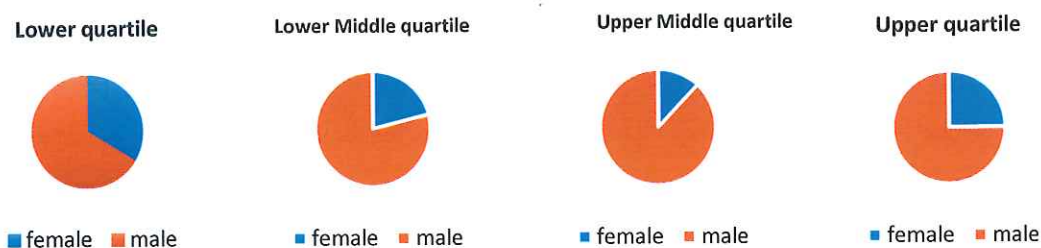
April 2017 – April 2018

As an employer with a workforce of over 250 employees on 5th April 2018, 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 3.2% lower than female hourly rate of pay.
2. **Median Gender Pay Gap**
Male median hourly rate of pay is 8.1% higher than female hourly rate of pay
3. **Mean Bonus Gender Pay Gap**
Male mean bonus is 40.7% lower than female mean hourly bonus
4. **Median Bonus Gender Pay Gap**
Male median bonus is 1% lower than female median hourly bonus
5. **Proportion of Males & Females Receiving a Bonus**

	Male	Female
	92.6%	93.6%
6. **Quartile Salary Range Banding**

	Male	Female
Lower Quartile	66.4%	33.6%
Lower Middle Quartile	80.3%	19.7%
Upper Middle Quartile	82.6%	17.4%
Upper Quartile	75.4%	24.6%



The gender pay gap data shows that where men and women perform similar roles the difference in mean and median pay is negligible.

Traditionally more men than women work in semi-skilled shift roles and this trend continues, demonstrated by more men than women in the lower and lower middle quartiles.

There is a continuing shortage of qualified and experienced women in manufacturing. This is reflected by the higher proportion of men in senior technical and middle and senior management positions. The difference in the median hourly pay gap is due to more men than women in these senior roles.

Bonuses include sales commission which are a higher component than other bonus payments generally and higher than bonus payments for employees in manufacturing roles. Women are well represented in the sales force and are less represented in the manufacturing population. Consequently, this leads to a higher mean bonus for women compared to men.

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, consisting of a series of loops and a long horizontal stroke, positioned above the printed name.

ERIC SPEED

FINANCE DIRECTOR

5th December 2018