



# **GENDER PAY GAP REPORT**

**APRIL 2018 – APRIL 2019**

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FLOORING SYSTEMS

# FORBO FLOORING UK LIMITED

## **GENDER PAY GAP REPORT –**

### APRIL 2018 – APRIL 2019

As an employer with a workforce of over 250 UK employees on 5th April 2018, Forbo Flooring UK Ltd must comply with statutory provisions to publish and report specific figures about our gender pay gap. We have calculated the relevant figures for Forbo Flooring UK Ltd, detailed below, using the mechanisms that are set out in the gender pay gap reporting legislation.

#### **1. MEAN GENDER PAY GAP**

Female mean hourly rate of pay is 5.2% higher than male hourly rate of pay.

#### **2. MEDIAN GENDER PAY GAP**

Female median hourly rate of pay is 1.7% higher than male hourly rate of pay.

#### **3. MEAN BONUS GENDER PAY GAP**

Female mean bonus is 68.9% higher than male mean hourly bonus.

#### **4. MEDIAN BONUS GENDER PAY GAP**

Female median bonus is 16.4% higher than male median hourly bonus.

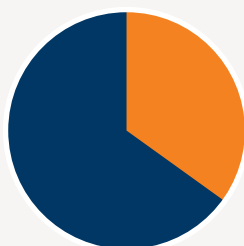
#### **5. PROPORTION OF MALES & FEMALES RECEIVING A BONUS**

Male	Female
93.3%	92.7%

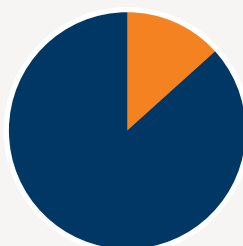
#### **6. QUARTILE SALARY RANGE BANDING**

	Male	Female
Lower Quartile	65.0%	35.0%
Lower Middle Quartile	86.7%	13.3%
Upper Middle Quartile	81.5%	18.5%
Upper Quartile	68.3%	31.7%

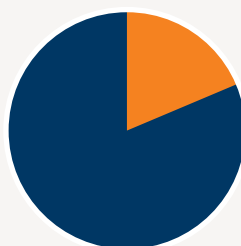
Lower quartile



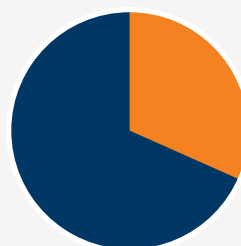
Lower middle quartile



Upper middle quartile



Upper quartile



Female Male

Overall Forbo Flooring UK Ltd is made up of 75% men and 25% women. However, the mean and median figures are favourable to women in both pay and bonus calculations.


Since the last report was published there has been an increase in the number of women recruited 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 small percentage of the workforce overall, the fact that 31.7% 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 Flooring UK Ltd 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 Upper Middle and Upper Quartiles.

Forbo Flooring UK Ltd is committed to fairness and equality and is 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

**1st March 2020**