

**FORBO FLOORING UK LIMITED**

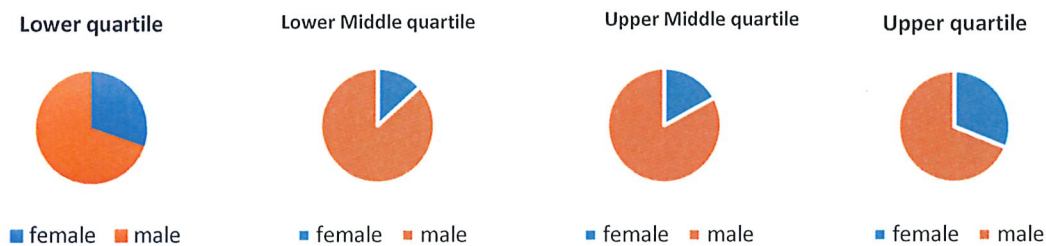
**GENDER PAY GAP REPORT**

**APRIL 2024**

As an employer with a workforce of over 250 employees on 5<sup>th</sup> April 2024, Forbo must comply with the 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 1.7% lower than female hourly rate of pay
2. **Median Gender Pay Gap**  
Male median hourly rate of pay is 3.1% higher than female hourly rate of pay
3. **Mean Bonus Gender Pay Gap**  
Male mean bonus is 52.4% lower than female mean bonus
4. **Median Bonus Gender Pay Gap**  
Male median bonus is 11.1% lower than female median bonus

5.	<b>Proportion of Males &amp; Females Receiving a Bonus</b>	<b>Male</b>	<b>Female</b>
		95.4%	91.8%
6.	<b>Quartile Salary Range Banding</b>	<b>Male</b>	<b>Female</b>
	Lower Quartile	69.8%	30.2%
	Lower Middle Quartile	86.8%	13.2%
	Upper Middle Quartile	83.0%	17.0%
	Upper Quartile	68.9%	31.1%



Overall Forbo is made up of 77% men and 23% women. However, the mean and median figures are favourable to women in both pay and bonus calculations.

As set out in previous reports, there still remains a large proportion of women in sales roles which for reasons explained below accounts for the mean and median pay and bonus differences.

The nature of sales roles means the remuneration is made up of commission and bonuses which impacts the mean and median bonus figures. The high mean bonus figure reflects these commission payments made to sales staff.

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 a high number of 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.

A handwritten signature in black ink, appearing to read 'W Gilfillan', with a stylized flourish at the end.

**WILLIAM GILFILLAN**

**FINANCE DIRECTOR**

**28th January 2025**