

# INTERFACE STATUTORY GENDER PAY GAP REPORT

## UK - 2018

Last year we published our first gender pay gap report, outlining the differences in average pay between men and women, to comply with the statutory reporting requirements of the UK Government.

**It is worth noting that the Gender Pay Gap differs from an equal pay gap; which is a failure to pay men and women like pay for like work.**

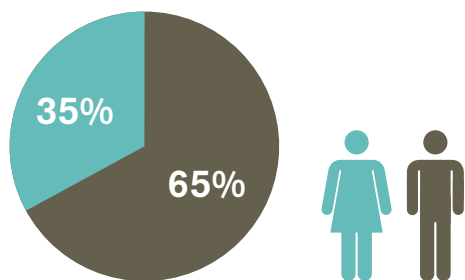
As an equal opportunity's, values driven employer, passionate about creating an inclusive environment we have processes in place to ensure colleagues are treated equally and remuneration and reward is fair.

The data for this report has been taken as a snapshot at April 2018.

### OUR ORGANISATION

Interface is a global organisation, with a sizeable European operation. In 2018 the UK employee group was made up of senior global, regional (Europe, Middle East and Africa (EMEA) and national (UK) creative, sales, marketing, back office, supply chain and production roles.

In the period noted, Interface employed 255 people in the UK.



A revision from 268 people employed in the UK (36 per cent females / 64 per cent males) in 2017.

### MEDIAN PAY

The median hourly pay for female employees was 27.8 per cent more than male employees. This increased by 7 per cent since 2017.

The median bonus payments for employees was 7 per cent in 2018. The bonus qualification process is explained further below (section: *Percentage proportion of males and females paid bonus*).

**Median** is the middle point of a number set, where half the numbers are above, and half are below.

### MEAN PAY

The mean hourly pay for female employees was 2.8 per cent less than for male employees. This was reduced from 4.5 per cent in 2017.

The mean bonus payments for males was 45 per cent more than for female employees. This was reduced from 60 per cent in 2017.

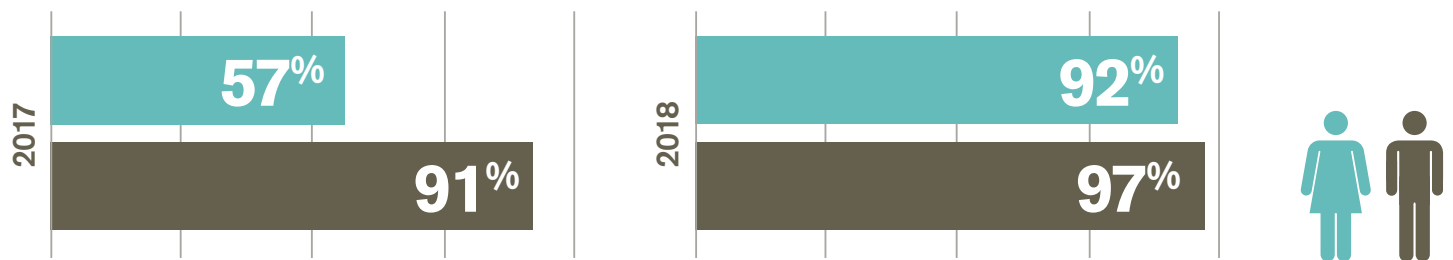
**Mean** is the sum of the numbers divided by the amount of numbers in the set.

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### PERCENTAGE PROPORTION OF MALES AND FEMALES PAID BONUS

For female employees there was a significant upshift in bonus allocation from the 2017 figures (57 per cent in 2017).

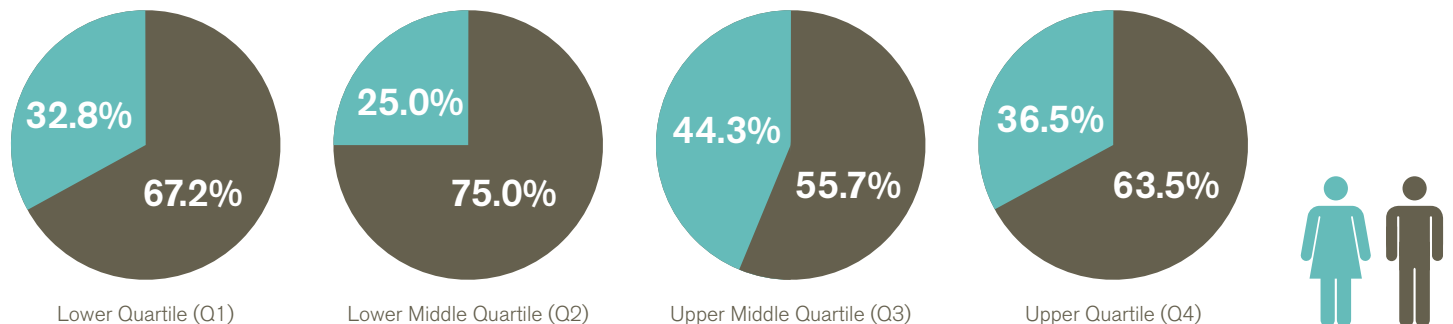


Annually bonuses are determined using a mixture of factors including (not limited to) UK results, EMEA results and union agreed bonuses in the production environment (where there is predominance of male employees). It is these factors which led to the significant variability in bonus payments from 2017 to 2018 for female employees.

### PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

Employees are listed from lowest to highest paid then divided into 4 equal parts (quartiles). The upper quartile (Q4) is the highest pay band and the lower quartile (Q1) is the lowest pay band. This process allows us to calculate the proportion of men and women in each quartile.

The graphs below shows the percentage of males and females in each quartile.



There is minimal variance in the figures between 2017 and 2018. Our Interface UK gender split per quartile pay band illustrates we have more males employed in production-based roles (Q1/Q2) and maintain more females employed in management and specialist roles (Q3/Q4).

### OUR COMMITMENT

Interface is driven by our values and we celebrate diversity in all forms. In line with our 2018 report commitment, we continue to strive for balance across our gender pay gap in the UK focused on initiatives to develop talent internally and talent acquisition perspective across all levels of banding.

**Nigel Stansfield**  
President, Interface EAAA  
March 2019