

INTERFACE STATUTORY GENDER PAY GAP REPORT

UK - 2019

Here is Interface's 2019 UK pay gap report, including gender pay gap (the differences in average pay between men and women), data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap differs from an equal pay gap; which is a failure to pay men and women like pay for like work.

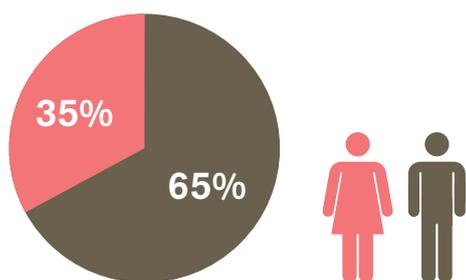
As a transparent, values driven employer, committed to equal opportunities and fair remuneration for all, we know operating in an inclusive environment makes for healthier business performance and happier, more accomplished people.

The data for this report has been taken as a snapshot at April 2019.

OUR ORGANISATION

Interface is a global employer, with a sizeable European and Asia Pacific operation. In 2019 the UK employee group was made up of senior global, regional (Europe, Africa, Asia and Australia (EAAA) and national (UK) creative, sales, marketing, back office, supply chain and production roles.

In the period noted, Interface UK employed 273 people



An increase in total people employed from 255 in 2018 with the gender percentage split between men and women employed remaining as in the previous year (2018: 35 per cent females / 65 per cent males).

MEDIAN PAY

The median hourly pay for female employees was 20.9 per cent more than male employees. This decreased by 6.9% since 2018

The median bonus payments for employees rose to 21.6 per cent in 2019 from 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 4.9% more than for male employees. This is an increase of 7.7% from 2018.

The mean bonus payments for males was 28.8 per cent more than for female employees. This was reduced from 45 per cent in 2018.

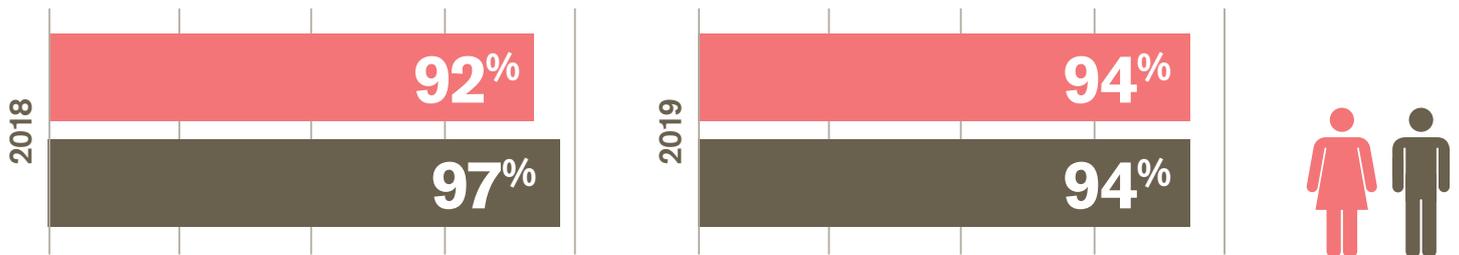
Mean is the sum of the numbers divided by the amount of numbers in the set.

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PERCENTAGE PROPORTION OF MALES AND FEMALES PAID BONUS

Bonuses were received by 94 per cent of females and 94 per cent of males in 2019. The bonus-related pay increased slightly for female employee's (2018: 92%) in 2019, with a slight decrease for male employee's (2018: 97%) in the same period.

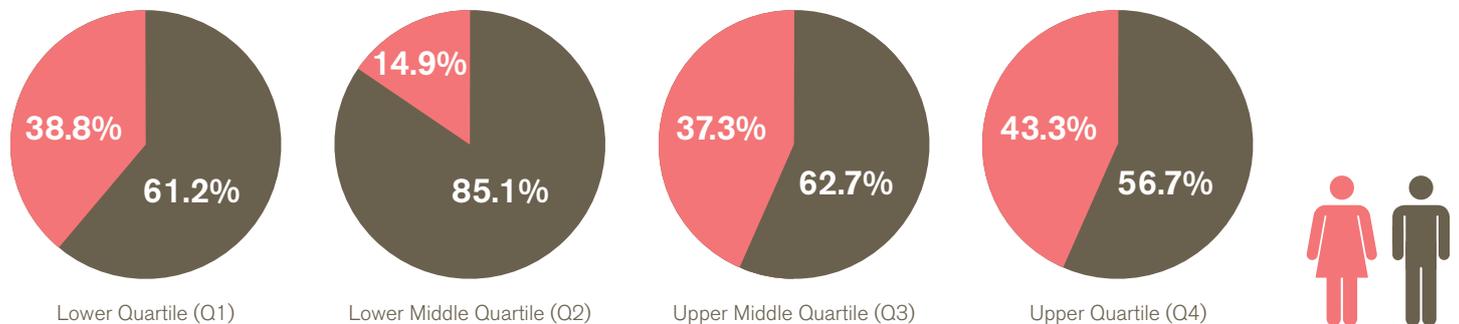


Annually bonuses are determined using a mixture of factors including (not limited to) UK results, EMEA results, EAAA results and union agreed bonuses in the production environment (where there is predominance of male employees).

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 has been positive movement amongst female employee's in the upper quartile (Q4) of the business to drive greater balance amongst our senior team members based in the UK. Across Q2 and Q3 there has been an increase in the males employed in those middle management and manager-level production roles and a decrease in female employed to fulfil those roles. Interesting in Q1, typically where we have more males employed in production-based roles our percentage of female employees has risen slightly.

OUR COMMITMENT

Interface celebrates and encourages diversity of thought, experience and skill, and is driven by its values. In our third year of creating this report we want to strengthen our commitment to strive for balance across our gender pay gap in the UK focused on initiatives to ensure our people fulfil their potential internally and talent acquisition across all levels of banding.

Nigel Stansfield
President, Interface EAAA
March 2020