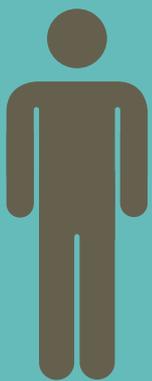


# INTERFACE 2017 UK GENDER PAY GAP REPORT

We are an equal opportunities employer. Passionate about creating an inclusive environment and culture. We are publishing our gender pay gap to comply with the statutory reporting requirements of the UK Government. The data for this report has been taken as at 5th April 2017.

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As of 5th April 2017 we employed a total of 268 people in the UK



**64%**

**MALES**



**36%**

**FEMALES**

Our organisation operates on a European, Middle East and African (EMEA) level with senior functions (while perhaps UK based) supporting the entire region.

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## What is the UK Gender pay gap requirement?

The gender pay gap is the difference in the average pay between men and women.

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. We have processes in place to ensure colleagues are treated equally and remuneration and reward is fair.

## Median Pay

The median hourly pay for female employees is 20.6 per cent more than male employees  
The median bonus payments for female employees is 96 per cent less than for male employees

*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 is 4.5 per cent less than for male employees.  
The mean bonus payments for males is 60 per cent more than for female employees.

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

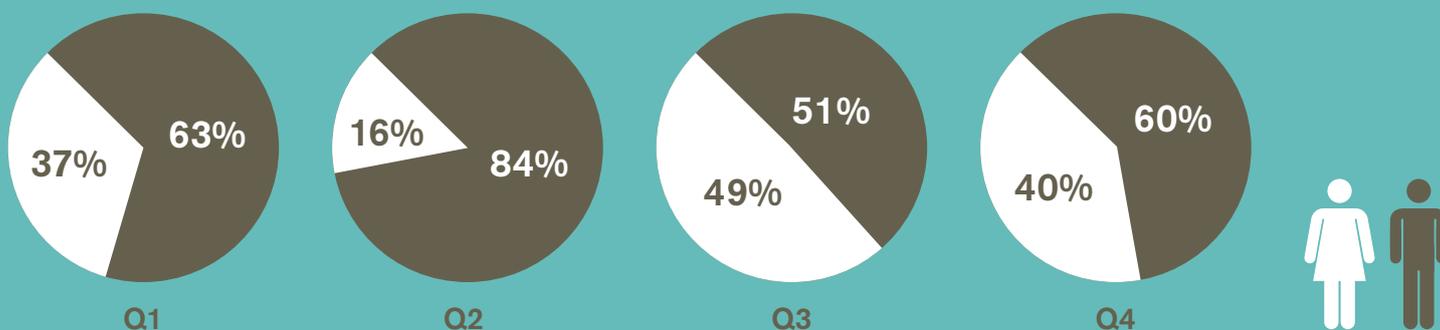
## Proportion of males and females paid bonus

Bonuses were received by 57 per cent of females and 91 per cent of males. The UK organisation by its nature supports the EMEA organisation and as such the bonus structures cover various criteria including and not limited to: UK results, EMEA results, and union negotiated agreed bonuses in the production environment (where there is predominance of male employees). These factors can result in variability in bonus payments from year to year.

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## Proportion of males and females by pay quartile

Employees ranked 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. The pie charts below show the percentage of males and females in each quartile.



As a manufacturing organisation with facilities in the UK that serve the rest of Europe we can see our gender pay gap is driven by:

- More males employed in production-based roles (Q1/Q2)
- A higher proportion of females employed in management and specialist roles (Q3/Q4)

## Our commitment

Whilst we have made strides to alter the gender pay gap where we have opportunities we are focused on activities and initiatives in talent development internally and from a talent acquisition perspective across all levels of banding.

**Nigel Stansfield**  
President, Interface EMEA  
March 2018