

INTERFACE UK ANNUAL GENDER PAY GAP REPORT

reporting date - 26th April 2022



Our priority through the first year of the pandemic was to support the health and safety of our people, in all roles, from frontline manufacturing to desk based. By removing barriers to work, increasing mental health support, and globally launching our DEI strategy, together we built foundations for the future. Our unique culture is driven by our people and their ability to bring their whole selves to work. We are committed to equal opportunities and fair remuneration for all!”

- Nigel Stansfield, President Interface, EAAA

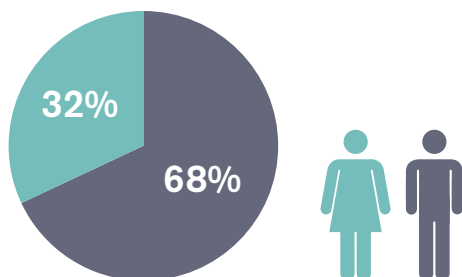
The data for this report has been taken as a snapshot at **April 2021** (reflecting the previous calendar year May 2020 – April 2021) and provides a comparative review since reporting began in 2017.

The Interface 2021 UK pay gap report, including gender pay gap (the differences in average pay between men and women), data is published 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.**

OUR ORGANISATION

Interface is a global employer, with a sizeable European and Asia Pacific operation. In 2020 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 employed 216 people (32% female / 68% male) in the UK. This is a decrease in the total people employed from 257 in 2020. The gender percentage split between men and women employed, decreased for men and increased for women from the previous year (2020: 30% females / 70% males).

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MEDIAN PAY

The median hourly pay for female employees was 42.2% more than male employees. In our 2020 report, female employees were paid 39.8% more than their male counterparts. This is a difference of 2.4%.

The median bonus payments for male employees was 64.7 per cent more than for female employees. In our 2020 report, bonus payments for male employees were 26.7 per cent more than for female employees. 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 17% more than for male employees. This is an increase of 6.2% from 2020.

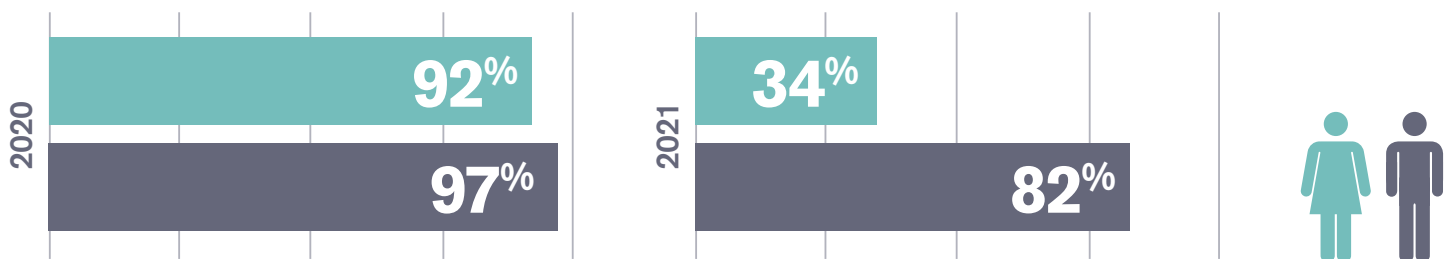
The mean bonus payment for females was 24% more than for male employees. In 2020 the mean bonus payment for males was 6.9% more than for females.



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

PERCENTAGE PROPORTION OF MALES AND FEMALES PAID BONUS

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



Bonuses were received by 34% of females and 82% of males in 2021. The number of employees receiving bonus related pay decreased for male and female employee's (2020: female 92% male 97%) in 2021.

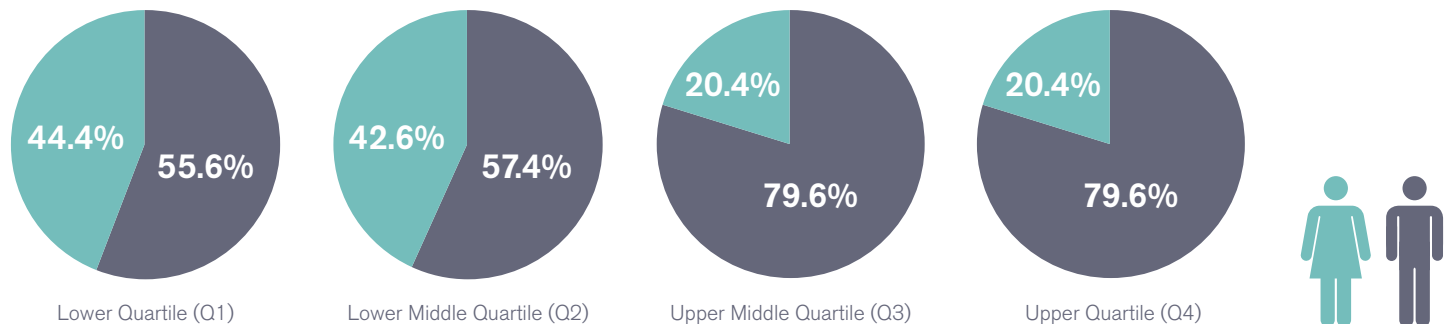
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PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

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



There has been an increase in female employees in the upper quartile (Q4) of the business due to internal promotions of females into more senior positions. As a result, we have seen a slight decrease in the number of female employees in the upper middle quartile. Across the lower quartile (Q2) and lower middle quartile (Q1) there is minimal change in the figures between 2020 and 2021.

OUR COMMITMENT

Interface is fuelled by the accomplishments of our people. Each year we produce this report it reaffirms our commitment to strive for balance across our gender pay in the UK. We are focused on initiatives to ensure our people fulfil their career potential internally, and to mindfully approach gender equality in our talent acquisition across all levels of banding in the UK.

Nigel Stansfield
President, Interface EAAA (Europe, Africa, Asia, Australia)
April 2022