

## **GENDER PAY GAP REPORT 2019**

### **What is the Gender Pay Gap?**

The UK government introduced an annual requirement for UK companies with more than 250 employees to report their Gender Pay Gap annually

The Gender Pay Gap measures the difference between men and women's average hourly rate of pay across our company on the 5th April each year. In addition, the Gender Pay Gap also measures the difference between bonus payments received by men and women in the 12 months prior to the 5th April each year.

### **Gender Pay Gap is NOT Equal Pay**

Gender pay measures the difference in the average hourly pay of men and women. The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. It can be used to assess levels of equality in the workplace and a measure of seniority or progression but it is not an equal pay issue. Equal pay is about a man and a woman receiving equal pay for the same or similar job.

### **Carpet & Flooring's results**

We are reporting our gender pay gap for the second time, with data for hourly rates of pay compiled as at the 5th April 2018. We are also reporting our gender pay gap on bonus data paid between the 6th April 2017 and the 5th April 2018.

The regulations measure the gap in two ways:

**Mean pay / bonus gap** – the difference between the average hourly rate of pay and bonus for women and the average hourly rate of pay and bonus for men.

**Median pay / bonus gap** – the difference between the midpoint hourly rate of pay and bonus for women compared to the midpoint hourly rate of pay and bonus for men.

The median gender pay gap removes any influence of very high and very low pay.

#### *What is the mean?*

The mean average involves adding up all the numbers and dividing the result by the number of values in the list. We calculate the mean average for both men's and women's hourly pay and report the percentage difference.

#### *What is the median?*

The median involves listing all the pay rates / bonus amounts in numerical order. The median is the middle number. We calculate the median for both men's and women's hourly pay and report the percentage difference.

### Gender Pay Gap

Mean Gender Pay Gap: women are paid 4.7% **lower** than men

Median Gender Pay Gap: women are paid 5.2% **more** than men

Carpet & Flooring’s mean Gender Pay Gap is significantly lower than the UK national average of 17.1% (Source: Office for National Statistics, October 2018) and, on a median basis, female employees’ pay is higher than men’s in Carpet & Flooring.

### Gender Bonus Pay Gap

The bonus gap requires us to provide bonus information for any employee paid a bonus between 6<sup>th</sup> April 2017 and 5<sup>th</sup> April 2018.

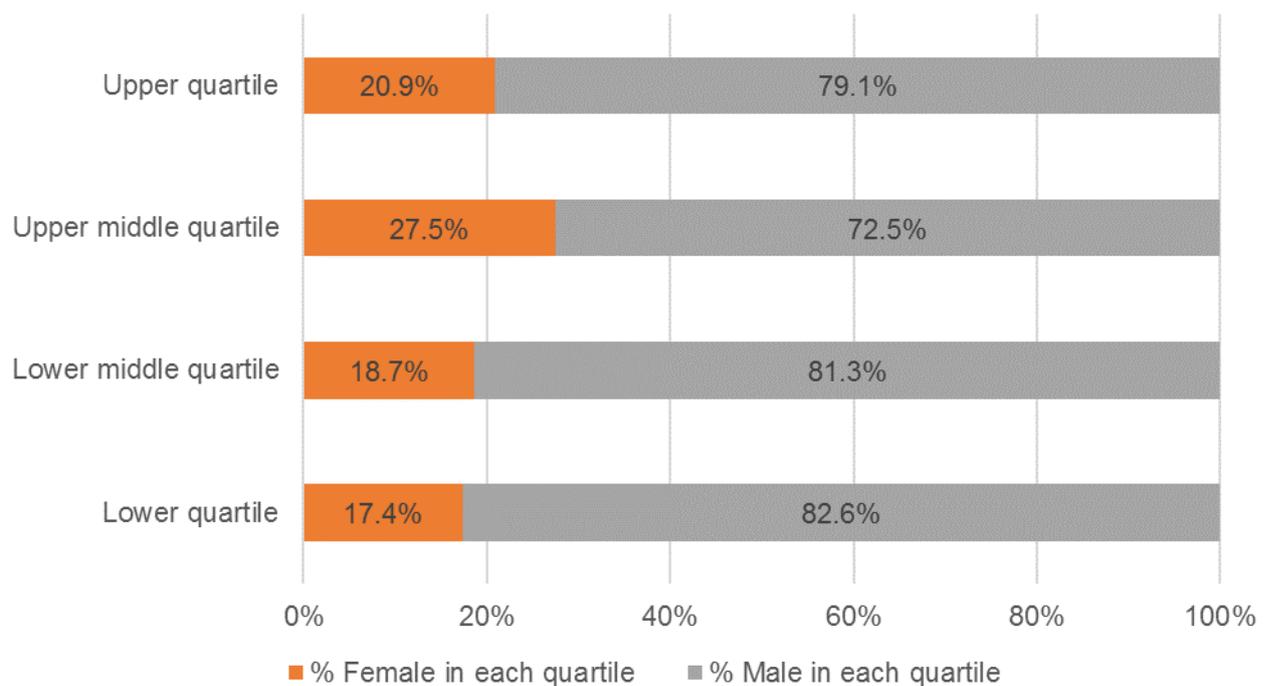
Mean Bonus Pay Gap: average bonuses paid to women were 59.7% **higher** than those paid to men

Median Bonus Pay Gap: the median bonus paid to women was 25.8% **less** than that paid to men

The proportion of female employees receiving a bonus was 45.5%, compared to 50.7% of men.

### Pay quartiles – proportion of employees from each gender in each pay quartile

Shown below is the proportion of women and men in each pay quartile across Carpet & Flooring (with upper quartile being the highest paid employees in the company, and lower quartile being the lowest paid employees).





Historically women have been underrepresented in the construction sector and as a result it has been a challenge to attract more women to roles and career opportunities across the company. However, we have a number of women in senior roles across our company and we continue to work to improve the balance of women and men in our company.

We're committed to providing equal opportunities and increasing the diversity of our workforce. It is our policy to ensure equal opportunities for all employees, and we have equal opportunity and diversity policies in place.

I confirm that all of the information and data reported are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Information) Regulations 2017.

**Lisa Tomlin**

Chief Executive Officer

Carpet & Flooring (Trading) Limited

April 2019