

# INTERFACE STATUTORY GENDER PAY GAP REPORT

reporting date - 5th April 2020



**As an inclusive, values driven employer, committed to equal opportunities and fair remuneration for all, Interface is focused on creating a culture where colleagues can thrive and reach their full potential.”**

- Nigel Stansfield, President Interface, EAAA

The Interface 2020 UK pay gap report, outlines our gender pay gap data (the differences in average pay between men and women) in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and focuses on the company's commitment to provide a positive work environment for all.

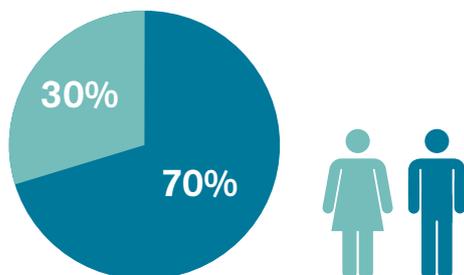


**The Gender Pay Gap is the percentage difference between the average hourly earnings for men and women. It differs from Equal Pay, which is a failure to pay men and women like pay for like work.**

The data for this report has been taken as a snapshot at **5th April 2020** (reflecting on the previous calendar year) and has been laid out to provide comparative review since reporting began in 2016.

## OUR ORGANISATION

Interface has a global employee footprint, with sizeable operations in the Americas, Europe, and Asia Pacific. 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 in the UK employed 257 people (30 per cent female / 70 per cent male). This represents a 5.9 per cent decrease in total people employed in the UK from 273 in 2019. The gender percentage split between men and women employed increasing for men and decreasing for women from the previous year (2019: 35 per cent females / 65 per cent males).

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## MEDIAN PAY

The median hourly pay for female employees was 39.8 per cent more than male employees. In our 2019 report, female employees were paid 20.9 per cent more than their male counterparts.

The median bonus payments for employees rose to 26.7 per cent in 2020 from 21.6 per cent in 2019. 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 10.8 per cent more than for male employees. This is an increase of 5.9 percentage points from 2019.

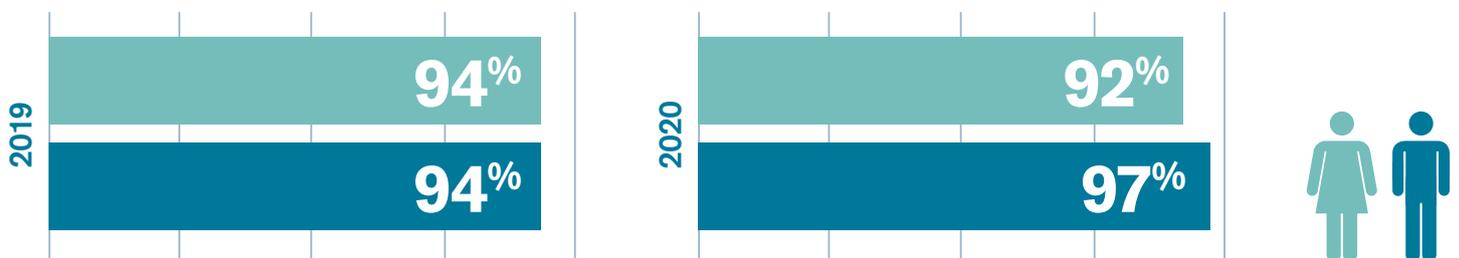
The mean bonus payments for males was 6.9 per cent more than for female employees. This was reduced from 28.8 per cent in 2019.



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

## PERCENTAGE PROPORTION OF MALES AND FEMALES PAID BONUS

Bonuses were received by 92 per cent of females and 97 per cent of males in 2020. The bonus related pay decreased slightly for female employees (2019: 94%) in 2020, with a slight increase for male employees (2019: 94%) in the same period.



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

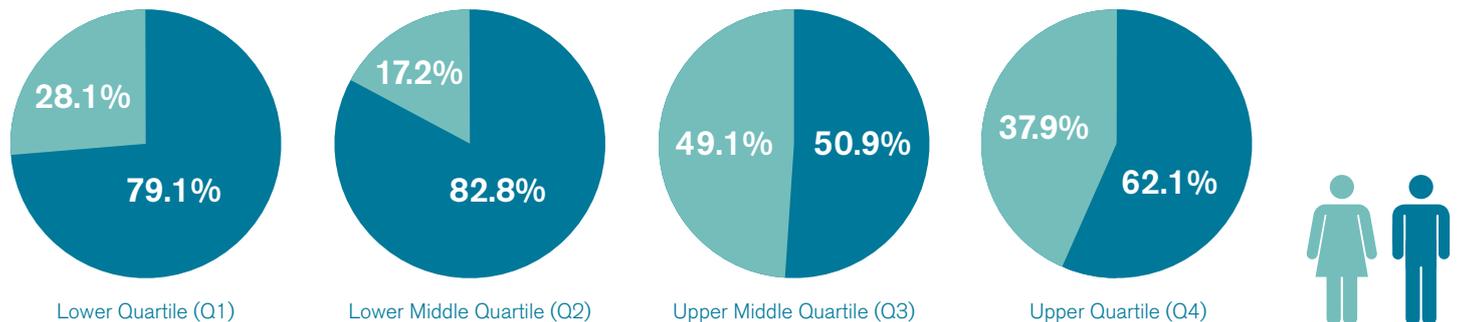
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## PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

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



In 2020 there was a small (5.4 per cent) decrease in female employees in the upper quartile of the business as a restructure relocated some roles outside the UK. However, in the upper middle quartile there is now a more equal balance between males and females employed in those mid-manager roles than in 2019. Across the lower middle quartile there is minimal variance in the figures between 2019 and 2020. Typically, in the lower quartile band Interface has a higher proportion of males employed in production-based roles and numbers have remained aligned since reporting began.

## OUR COMMITMENT

Interface celebrates and encourages diversity of thought, experience and skill, and is driven by its values. In our fourth year of reporting, we strengthened our commitment for balance across our gender pay gap in the UK focused on initiatives to ensure our people fulfil their potential internally and talent acquisition is open to all, across each banding.

**Nigel Stansfield**  
President, Interface EAAA (Europe, Africa, Asia, Australia)  
May 2021