



# Gender Pay Gap

Report 2022

# *Designer Contracts*

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As the UK's Largest Flooring Contractor, we are a progressive Company dedicated to being a true partner to all of our customers. We have been supplying and installing flooring for many years across the public and private sector and our commitment to excellent products, competitive prices and industry leading standards remains as strong today as it was when we started the business in 1992.

We couldn't do this without our team of dedicated and talented colleagues at all levels within our business who all share our passion for delivering an excellent level of service to our customers. We are proud of our position within the flooring industry and our team that help us to achieve this.

We are a fair and diverse employer and I am pleased to say that our split between gender is male 57% and female 43%. We are delighted to note that our median pay gap between men and women has fallen from 10.8% to 7%. We continue to have less females than males in the lower quartile, and more females in the middle quartiles. We have more males in the upper quartile but the gap has reduced from 39.4% to 30% so this is moving in the right direction.

More women than men earn bonuses with us seeing 92% of women earning a bonus vs 89% last year. These statistics are something that we are very proud of considering the industry in which we work. The gender pay gap itself demonstrates that there are fewer females in senior roles but as a female in a senior management position and as HR & HS Manager, I can confirm that we continue to be committed to closing this gap even further where we can.

## Statistics

### Overall Headcount

Male 55%



Female 45%



Bonus & Pay Gap	Mean	Median	Proportion of employees receiving a bonus	Male	Female
Hourly Pay	11.4%	7%		89.1%	92.1%
Bonus	66.8%	-26.3%			
Pay Quartiles	Male	Female			
Lower	56.8%	43.2%			
2nd	47.5%	52.5%			
3rd	58%	42%			
Top	65%	35%			

The summary is based on data for approximately 326 employees across our regional network in the UK, including Head Office & our Central Distribution Facility in Kettering. 92.1% of females get a bonus compared to 89.1% of males, both these percentages increased in 2022. The median value of bonuses is higher for females than males but the average is lower. The mean bonus for males was £1,179.93 in 2022 compared to £2,034.84 in 2021 so the gap reduced by 42% in 2022. We will continue to review our statistics & continue to provide opportunities for females within our business and support and encourage them to strive for senior roles.