

GENDER PAY GAP REPORT 2019 - Farrow & Ball

Introduction

Farrow & Ball paints are born and bred in Dorset, England, our home since 1946. We are passionate about creating richly pigmented paint to original formulations using age-old methods, and it's a passion that is matched by our craftsmen today. We employ circa 500 people in the UK, aged between 18 to 69 and every year recognise length of service milestones of 5, 10, 15, 20 and 25-years' service.

Farrow & Ball is committed to the principles of equal pay for all our employees and we welcome the greater transparency on this issue driven by the gender pay regulations.

What is the gender pay gap?

The gender pay gap is a measurement of the difference in average earnings between men and women in the workplace. The gender pay gap differs from equal pay as it is concerned with the differences in average pay regardless of role.

Whilst the Gender Pay Gap Reporting is a government initiative, we are committed to conducting regular pay audits and pay reviews, and to taking swift and specific action to address any inequality should it be highlighted. We are continuing to make progress and have included some of our current and future initiatives below.

Our Workforce

	Part Time	Full Time	Total Workforce
Company	30.32%	69.68%	100%
Male	8.38%	91.62%	41.08%
Female	45.62%	54.28%	58.92%

Our Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	44.00%	44.80%	41.40%	38.80%
Female	56.00%	55.20%	58.60%	61.20%

The above table shows the proportion of males and females across Farrow & Ball in four equally sized groups, sorted by level of pay.

Our Results

Pay Gap	Median	Mean
Hourly Pay	5.60% (6.70% 2018)	9.90% (7.20% 2018)

Bonus Gap	Median	Mean
Bonus Pay	66.67% (81.70% 2018)	45.60% (64.40% 2018)

These figures show the difference between average hourly and bonus pay levels for women at Farrow & Ball compared to men. The median hourly pay and bonus pay gap has reduced since 2018, the mean hourly pay gap has increased, whilst the mean bonus pay gap has decreased. The mean pay figure is affected by the higher pay for our executive roles, 62.50% of which were filled by men in April 2019. In contrast the median pay gap reduces the impact of this and is considerably below the national average for the gender pay gap.

Our commitment

In order to continue to address the gender pay gap we continue to allow more flexibility in working hours, giving our employees more choice in their work life balance regardless of gender or circumstances.

With regards to future focus, we are committed to ensuring that we continue to support women currently working with us whilst also attracting more women into senior roles and will continue to review our approach to workplace flexibility at all levels of the organisation.

Whilst we recognise that there is still more work to be done, we are proud of the steps that we have taken so far and are devoted to enabling all our employees to reach their full potential regardless of gender or any other characteristic.

I can confirm that our gender pay statement was accurate at time of publishing.



Anthony Davey, CEO