

# GENDER PAY GAP REPORT 2020 – 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 UK Workforce

	<i>Part Time</i>	<i>Full Time</i>	<i>Total Workforce</i>
<i>Company</i>	30.56%	69.44%	100%
<i>Male</i>	7.41%	92.59%	42.47%
<i>Female</i>	47.66%	52.34%	57.53%

## Our Quartiles

	<i>Lower Quartile</i>	<i>Lower Middle Quartile</i>	<i>Upper Middle Quartile</i>	<i>Upper Quartile</i>
<i>Male</i>	32.1%	56.8%	39.6%	41.4%
<i>Female</i>	67.9%	43.2%	60.4%	58.6%

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

<i>Pay Gap</i>	<i>Median</i>	<i>Mean</i>
<i>Hourly Pay</i>	-2.69% (-5.60% 2019)	11.12% (9.90% 2019)

<i>Bonus Gap</i>	<i>Median</i>	<i>Mean</i>
<i>Bonus Pay</i>	30.7% (66.67% 2019)	82.08% (45.60% 2019)

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 2019, whilst the mean hourly pay and bonus pay gap has increased. The mean hourly pay and bonus pay figures are affected by higher pay and larger bonus potential for our executive roles, 60% of which were filled by men in April 2020. In contrast, our median pay gap data demonstrates that women are paid 2.69% more than men.

## ***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.

A handwritten signature in black ink that reads "Anthony Davey". The signature is written in a cursive style with a large initial 'A' and a long, sweeping tail on the 'y'.

Anthony Davey, CEO