



# Gender Pay Gap Report 2022

April 2023

# Gender Pay Gap Report

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 unites every member of the Farrow & Ball team around the world

Our dedication to the environment informs everything we do, from sourcing our raw materials to helping you recycle the leftovers from your projects. Our entire range is designed with this in mind, helping all of us to create more beautiful homes using less energy and fewer resources.

We believe that talented people are attracted to a great brand and our accomplishments are due to the determination and efforts of our team of 500+ strong workforce, aged between 18 – 69, in the UK and Internationally.

We are committed to the principles of equal pay, diversity and inclusion. The data captured in this report is a snapshot of April 2022, and has been verified and approved as per the Gender Pay Gap requirements defined under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

More on our Diversity, Inclusion and Equality [here!](#)

# Measuring Our Data

## Gender Pay Gap vs Equal Pay

Irrespective of roles and/or seniority, a gender pay gap is a measure of the difference between men and women. Equal pay is the our legal obligation as an employer to give men and women equal pay for equal work.

The data captured in this report provides a snapshot of all relevant part-time and full-time employees, and the findings are displayed as percentages based on female vs male earnings.

The report supports gender equality and takes into account the earning of our whole workforce including our executive leads.

## Mean Pay & Median Pay

**Mean** (average) pay gap: is calculated by adding up the earnings of all relevant employees and dividing the figure by the number of employees.

**Median** (mid-point) pay gap: the figure that falls in the middle of a range when the earnings of all relevant employees are sorted from smallest to largest. The median gap is then split into two lists of male and female employees.

## Quartiles & Bonus Pay

**Quartiles:** shows the four equal splits of our employees based on their hourly earnings (including bonuses) and then the gender split is recorded.

**Bonus** pay gap: is based on all payments received in the 12 months leading up to April 2021.

# Farrow & Ball – At a Glance

## UK Workforce & Quartiles

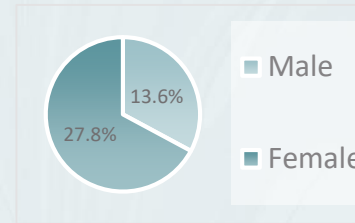
The data tells us that the gender of our workforce is fairly equal with 59.8% female and 40.2% male staff.

This can be supported by the data shown below in the quartile table, with each quartile having more female than male staff, except the Lower quartile.

Quartile	Male	Female
Lower quartile	51.7%	48.3%
Lower mid quartile	43.7%	56.3%
Upper mid quartile	29.2%	70.8%
Highest quartile	40.3%	59.7%

## Salaries & Bonus

The following graphs are a proportion of the whole UK workforce:

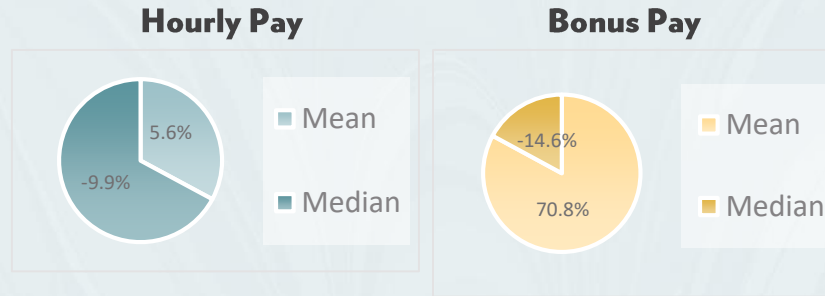


Proportion of males and females receiving a bonus payment

Based on the evidence displayed above, it confirms that there are more female staff receiving bonuses compared to men. However, the mean gender pay gap in the amount of pay is 70.8% more for male staff.

# Gender Pay & Bonus Pay – Explained

The graphs below show the overall mean (average) and median (mid-point) gender pay gap for hourly and bonus pay for the whole workforce. Compared to the mean data reported for 2021 of 1%, the mean gender pay gap has decreased, meaning the average hourly pay for women has reduced compared to male staff. Contrast to this, the median gender pay gap has narrowed compared to 2021.



The gender bonus pay gap however, changed significantly compared to 2021. Where the median was 33%. This is due to the changes in the senior leadership team and having more female members of staff in higher roles.