

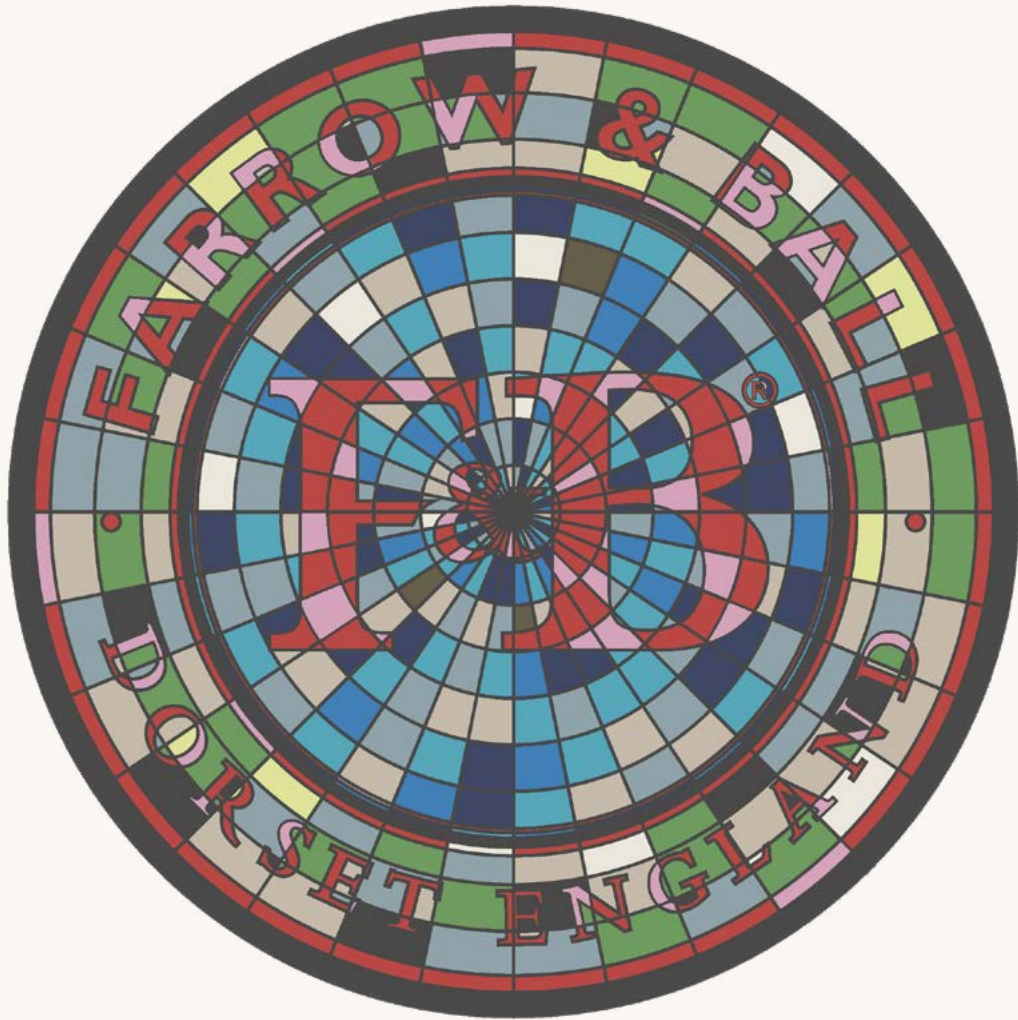


FARROW & BALL®

HANDCRAFTED PAINT AND WALLPAPER

GENDER PAY
GAP REPORT
2025

A PART OF  HEMPEL



Our passion for people
is part of our DNA

- At Farrow & Ball we believe in unlocking the positive power of colour and light, not just in people's homes, but for our customers, our colleagues, and our communities. We passionately believe that our employee experience drives our customer experience and are committed to ensuring each and every one of our colleagues feels valued and treated fairly for the part they play.
- As part of Hempel, a global coatings company dedicated to shaping a brighter future with sustainable coatings, we are committed to creating an inclusive and supportive workplace.
- Historically, our industry has been largely dominated by one gender in particular but we're proud to be more balanced.

62% of all Farrow and Ball colleagues and

58% of those holding management roles are women.

- We remain dedicated to ensuring fair pay and creating an environment where every colleague — regardless of gender — has the opportunity to succeed, grow, and be rewarded.



WHAT WE HAVE BEEN DOING.

As a part of Hempel A/S and a global business, we continue to take meaningful steps toward gender parity. While our figures have remained stable this year, we have laid the groundwork for future progress through key initiatives:

Strengthened Leadership in DEI:

Hempel A/S appointed a new Head of Diversity, Equity and Inclusion to enhance our global approach and embed DEI in every aspect of our business.

Inclusive Hiring Practices:

We introduced gender-diverse shortlists across Talent Acquisition, ensuring greater representation in both external and internal hiring.

Accountability at All Levels:

We implemented DEI-related KPIs for leaders at all levels, reinforcing our commitment to measurable progress.

Empowering Women in the Workplace:

Hempel A/S launched mentoring programmes for women to support career development and progression. This was a huge success with 106 mentees, all women, and a ratio of

60% women and **40%** men for those signing up to be mentors.

Building Community and Awareness:

We hosted Global Women's Network events in the UK, creating space for a supportive and inclusive environment.

Supporting Workplace Wellbeing:

We delivered dedicated menopause training to enhance awareness and support for colleagues experiencing menopause.

Global Standard Parental Leave:

Aiming to support all family types, giving equal opportunities for colleagues building and nurturing their families.

While we recognise that progress takes time, these initiatives have strengthened the foundation for long-term change.





OUR PLANS FOR THE COMING YEAR.

We are excited to build on the initiatives we've started and further strengthen our commitment to gender diversity. Over the next year we will focus on:

Enhancing Visibility and Representation:

Our careers website will be updated to prominently feature gender-diverse content, while a dedicated social media group will celebrate success stories, achievements and key milestones in gender diversity.

Equipping Our Teams for Inclusive Hiring:

We will introduce interview training focused on gender diversity and unconscious bias to ensure a fair and equitable recruitment process.

Drive Change Through STEM and Social Value Initiatives:

We will continue grassroots efforts to support gender diversity in STEM fields and beyond.

Launching an Apprenticeship Programme for Women in Leadership:

Providing women aspiring to leadership with opportunities to develop, grow within our business, and build a strong pipeline of talent from within.

Strengthening Our Women's Network:

We will expand our Women's Network group to provide more opportunities for connection, mentorship, and career development.

Championing Women in Leadership:

We will place a greater focus on developing and supporting women in leadership across the organisation.

Advancing Pay Equity:

We will continue our commitment to European gender pay reporting to ensure transparency and progress.

Expanding International Women's Day Initiatives:

We will enhance our IWD celebrations with inspiring guest speakers, internal role models, and broader engagement opportunities.





OUR DATA

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017. The figures are a snapshot taken from Farrow & Ball specific April 2024 payroll data. This registration requires employers with 250 or more employees to publish annual statutory calculations showing the pay gap between men and women employees in the following areas:

- Gender pay gap
- Bonus gender pay gap
- Proportion of men and women employees receiving bonuses
- Men and women employees by pay quartile

Category	Women's earnings are
Mean gender pay gap in hourly pay	4% higher
Median gender pay gap in hourly pay	1% higher
Difference in mean bonus payments	21% lower
Difference in median bonus payments	35% lower

Proportion of women receiving a bonus =

23.2%

Proportion of men earning a bonus =

14.29%

Median pay positions

Number of men and women in each pay quartile

