

# INTERFACE UK ANNUAL GENDER PAY GAP REPORT

2022

**As a transparent, values driven employer, committed to equal opportunities and fair remuneration for all, we know operating in an inclusive environment makes for healthier business performance and happier, more accomplished people.**

Interface's 2022 UK pay gap report outlines gender pay gap data (the differences in average pay between men and women) in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and focuses on the company's commitment to provide a positive work environment for all.

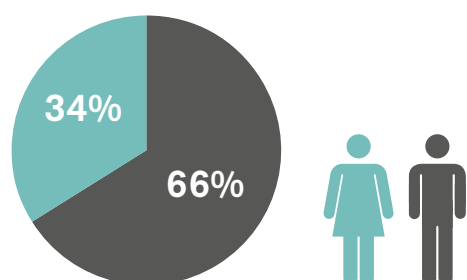
The data for this report has been taken as a snapshot at 5th April 2022 (reflecting on the previous calendar year) and has been laid out to provide comparative review since reporting began in 2016.



**The Gender Pay Gap is the percentage difference between the average hourly earnings for men and women. It differs from Equal Pay, which is a failure to pay men and women like pay for like work.**

## OUR ORGANISATION

Interface has a global employee footprint, with operations in the Americas, Europe, and Asia Pacific. In 2022, the UK employee group was made up of senior global, regional, and national (UK) creative, sales, marketing, back office, supply chain, and production roles.



In the period noted, Interface employed 206 people (34% female / 66% male) in the UK. This represents a 4.6% decrease in total people employed compared to 2021. The gender split has remained relatively consistent over the past several years. In 2021, the UK employee population was 32% female and 68% male.

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## MEDIAN PAY

The median hourly pay for female employees was 38.1% more than male employees. In our 2021 report, female employees were paid 42.2% more than their male counterparts.

Interface has a median bonus pay gap of -29.6%. This means that when using the median, women at Interface receive 29.6% more bonus pay than men. The bonus qualification process is explained further below (section: Percentage proportion of males and females paid bonus).



Median is the middle point of a number set, where half the numbers are above, and half are below.

## MEAN PAY

The mean hourly pay for female employees was 17.4% more than for male employees. This is a small increase from 17% in 2021.

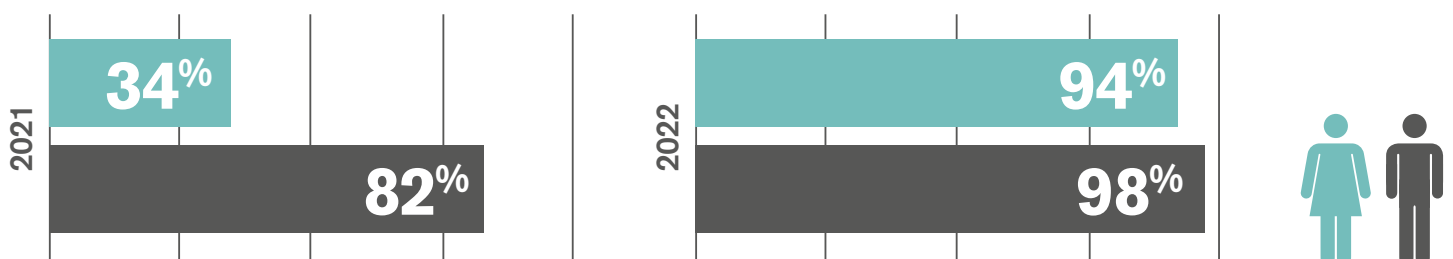
Interface has an 8.6% mean (average) gender pay gap using bonus pay. This means that when using the mean (average), women at Interface are paid 8.6% less in bonus pay than men.



Mean is the sum of the numbers divided by the amount of numbers in the set.

## PERCENTAGE PROPORTION OF MALES AND FEMALES PAID BONUS

Bonuses were received by 94.7% of females and 98% of males in 2022. The percentage of employees receiving bonus related pay increased for all employees compared to 2021 in which 34% of females and 82% of males received bonus related pay.



Annually bonuses are determined using a mixture of factors including (not limited to) UK results, regional results, global results, and guaranteed union agreed bonuses in the production environment (where there is a predominance of male employees).

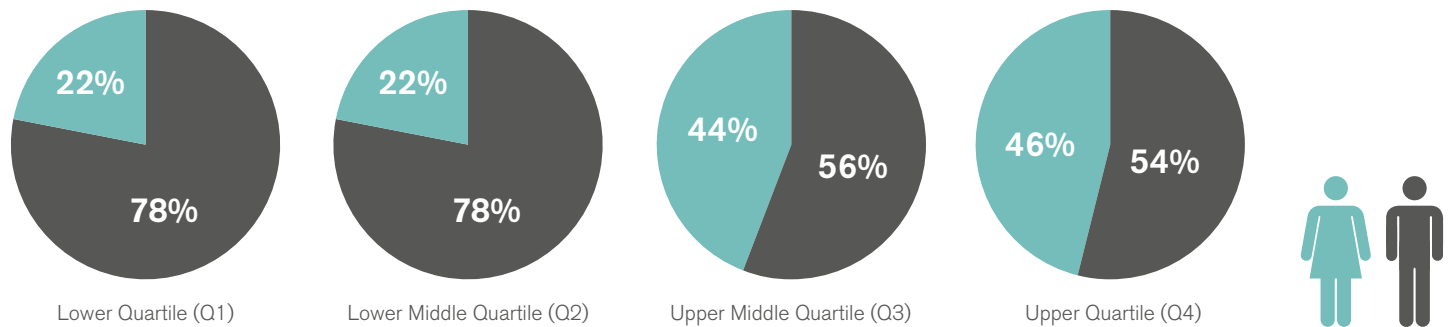
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## PROPORTION OF MALES AND FEMALES BY PAY QUARTILE

Employees are listed from lowest to highest paid then divided into 4 equal parts (quartiles). The upper quartile (Q4) is the highest pay band and the lower quartile (Q1) is the lowest pay band. This process allows us to calculate the proportion of men and women in each quartile.

The charts below show the percentage of males and females in each quartile.



There have been minimal variances across all quartiles between 2021 and 2022 with a slight increase in females in all quartiles and a slight decrease in males across all quartiles.

## OUR COMMITMENT

Interface celebrates and encourages diversity of thought, experience, and skill, and is driven by its values. As we continue to report on our progress, we reaffirm our commitment to strive for balance across our gender pay in the UK and remain focused on initiatives to ensure our people fulfil their potential internally and talent acquisition is open to all, across all pay levels.

**Greg Minano**  
VP Chief HR Officer  
June 2023