



Gender Pay Gap

Report 2023

Designer Contracts

Stacey Rastrick HR and H&S Director



As the UK's Largest Flooring Contractor, we are a progressive Company dedicated to being a true partner to all of our customers. We have been supplying and installing flooring for many years across the public and private sector and our commitment to excellent products, competitive prices and industry leading standards remains as strong today as it was when we started the business in 1992.

We couldn't do this without our team of dedicated and talented colleagues at all levels within our business who all share our passion for delivering an excellent level of service to our customers. We are proud of our position within the flooring industry and our team that help us to achieve this.

We are a fair and diverse employer and I am pleased to say that our split between gender is male 56% and female 44% as of April 2023. We are delighted to note that our median pay gap between men and women has fallen from 10.8% in 2021 to 7.4% in 2023. We continue to have less females than males in the lower quartile, whilst there are more men in the upper middle and upper quartile (55.6% & 63%) the number of women in these two higher quartiles has grown to 44.4% and 37% in 2023 compared to 42% and 35% in 2022.

More women than men earn bonuses with us seeing 85.4% of women earning a bonus, whilst this fell slightly from last year, that was previously due to less bonuses being offered to offset an overall increase in salary. These statistics are something that we are very proud of considering the industry in which we work. The gender pay gap itself demonstrates that there are fewer females in senior roles but as a female in a senior management position and as HR and H&S Director, I can confirm that we continue to be committed to closing this gap even further where we can.

Statistics

Overall Headcount

Male 56%



Female 44%



Bonus & Pay Gap	Mean	Median	Proportion of employees receiving a bonus	Male	Female
Hourly Pay	11.8%	7.4%		79.4%	85.4%
Bonus	57.8%	0%			
Pay Quartiles	Male	Female			
Lower	53.1%	46.9%			
2nd	50.6%	49.4%			
3rd	55.6%	44.4%			
Top	63%	37%			

The summary is based on data for approximately 322 employees across our regional network in the UK, including Head Office & our Central Distribution Facility in Kettering. 85.4% of females get a bonus compared to 79.4% of males. The median value of bonuses for females is exactly the same as males, although the average is lower. The bonus gap has steadily fallen, from 77.1% in 2021, 66.8% in 2022 to 57.8% in 2023. We will continue to review our statistics & continue to provide opportunities for females within our business and support and encourage them to strive for senior roles.