



## Gender Pay Gap

Report 2024

# *Designer Contracts*

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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 53% and female 47%. We are delighted to note that our median pay gap between men and women has fallen from 7.4% in 2023 to 4.4% in 2024. We continue to have less females than males in the lower quartile, whilst there are more men in the upper middle and upper quartile (54.4% & 61.5%) the number of women in these two higher quartiles has grown to 45.6% and 38.5% in 2024 compared to 44.4% and 37% in 2023. Overall this is an improvement with the pay gap reducing and a closing of the number of women in the lower quartile plus the increase of women in the upper middle quartile.

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 57%



Female 43%



Bonus & Pay Gap	Mean	Median
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Hourly Pay	7.8%	4.4%
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Bonus	84.6%	0%
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Pay Quartiles	Male	Female
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Lower	54.4%	45.6%
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2nd	48.7%	51.3%
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3rd	54.4%	45.6%
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Top	61.5%	38.5%
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Proportion of employees receiving a bonus	Male	Female
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	79.4%	85.4%
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The summary is based on data for approx. 290 employees across our regional network in the UK, including Head Office & our Central Distribution Facility. A higher percentage of women compared to men get a bonus, this is a continuing trend and in 2023/24, 90.1% of all women got a bonus compared to 84.9% of men. The median value of bonuses for females is exactly the same as males, although the average is lower.

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.