



# Gender Pay Gap

Report 2025

# *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 56% male and 44% female. The gender pay gap shows a mean hourly difference of 10.1% and a median difference of 6.1%, reflecting variations in roles and seniority across the organisation. The difference in bonus pay is more pronounced, with a mean bonus gap of 91.2% and a median gap of 23.1%. This is largely influenced by the distribution of senior and higher earning roles, where bonus values tend to be higher. Looking at pay quartiles, there is a broadly balanced gender split in the lower and second quartiles. Men are more highly represented in the upper quartiles, which impacts both pay and bonus averages. Encouragingly, a higher proportion of women received a bonus during the reporting period (92.7% compared to 82.0% of men), demonstrating strong participation in bonus eligible roles.

We remain committed to building an inclusive workplace and continue to focus on fair pay, career development, and progression opportunities for all employees.

## Statistics

### Overall Headcount

Male 56%



Female 44%



Bonus & Pay Gap	Mean	Median
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Hourly Pay	10.1%	6.1%
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Bonus	91.2%	23.1%
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Pay Quartiles	Male	Female
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Lower	50.7%	49.3%
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2nd	50.7%	49.3%
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3rd	60.6%	39.4%
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Top	61.5%	35.2%
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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 2024/25 92.7% of all women got a bonus compared to 82.0% of men.

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. 50% of our exec. directors are female