

GENDER PAY GAP REPORT 2017 - Farrow & Ball



Introduction

Farrow & Ball paints are born and bred in Dorset, England, our home since 1946. We are passionate about creating richly pigmented paint to original formulations using age-old methods, and it's a passion that is matched by our craftsmen today.

We employ circa 500 people in the UK, aged between 17 to 67 and every year recognise length of service milestones of 5, 10, 15 and 20 years' service.

Farrow & Ball is committed to the principles of equal pay for all our employees and we welcome the greater transparency on this issue driven by the new gender pay regulations.

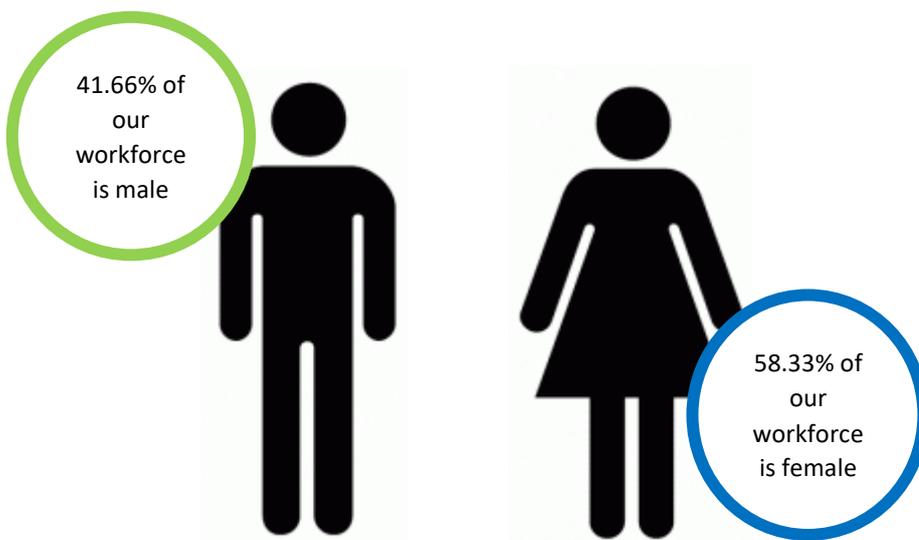
What is the gender pay gap?

The gender pay gap is a measurement of the difference in average earnings between men and women in the workplace. The gender pay gap differs from equal pay as it is concerned with the differences in average pay regardless of role.

Whilst the Gender Pay Gap Reporting is a government initiative, we are committed to conducting regular pay audits and pay reviews, and to taking swift and specific action to address any inequality should it be highlighted. We are continuing to make progress and have included some of our current and future initiatives below.

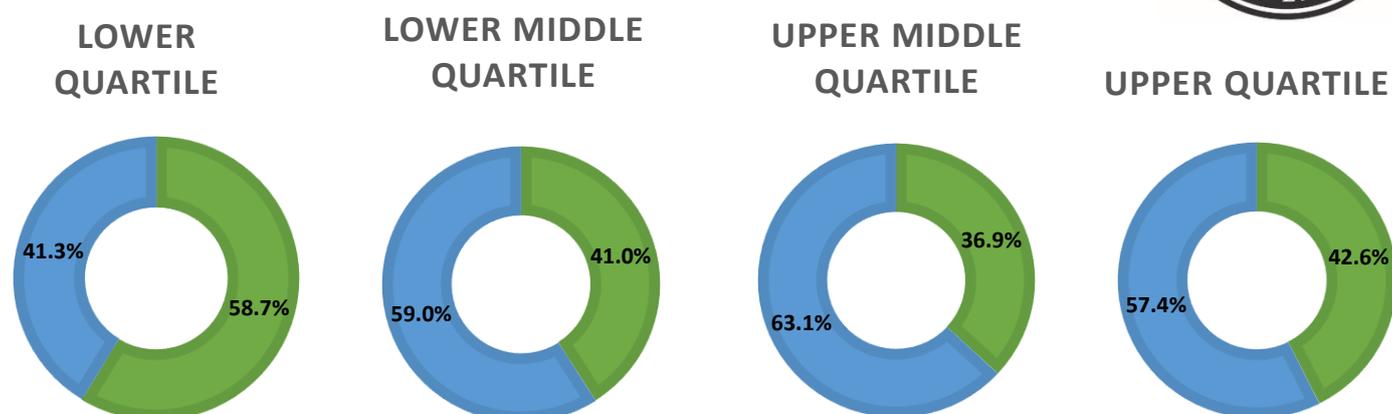
Our workforce

	Part time	Full Time
Company	32%	68%
Male	14%	56%
Female	86%	44%





Our Quartiles



The charts show the proportion of males and females across Farrow & Ball in four equally sized groups, sorted by level of pay. This analysis shows that there is a lower level of female representation in executive roles which make up a small percentage of roles within the upper quartile and more women in part time roles.

Our Results

Pay gap	Median	Mean
Hourly Pay	-8.8%	7.3%
Bonus gap	Median	Mean
Bonus	40.6%	53.4%

These figures show the difference between average hourly and bonus pay levels for women at Farrow & Ball compared to men. The mean pay and bonus figures are affected by the higher pay for our executive or leadership roles, 65% of which are currently filled by men. In contrast the median gap reduces the impact of this and is considerably below the national average for the gender pay gap.

Our commitment

In order to address the gender pay gap, we have improved our maternity pay to help new parents manage those first months with their new baby. We have also introduced more flexibility in working hours giving our employees more choice in their work life balance regardless of gender or circumstances.

With regards to future focus, we are committed to ensuring that we continue to support women currently working with us whilst also attracting more women into senior roles and will continue to review our approach to workplace flexibility at all levels of the organisation. We have also implemented an ILM Management Development Programme which includes an externally recognised qualification. This will ensure our managers are set up for success in the future.

Whilst we recognise that there is still more work to be done, we are proud of the steps that we have taken so far and are devoted to enabling all our employees to reach their full potential regardless of gender or any other characteristic.

I can confirm that our gender pay statement was accurate at time of publishing.

Don Henshall, CEO