

GENDER PAY GAP REPORT 2018 - 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 19 to 68 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 gender pay regulations.

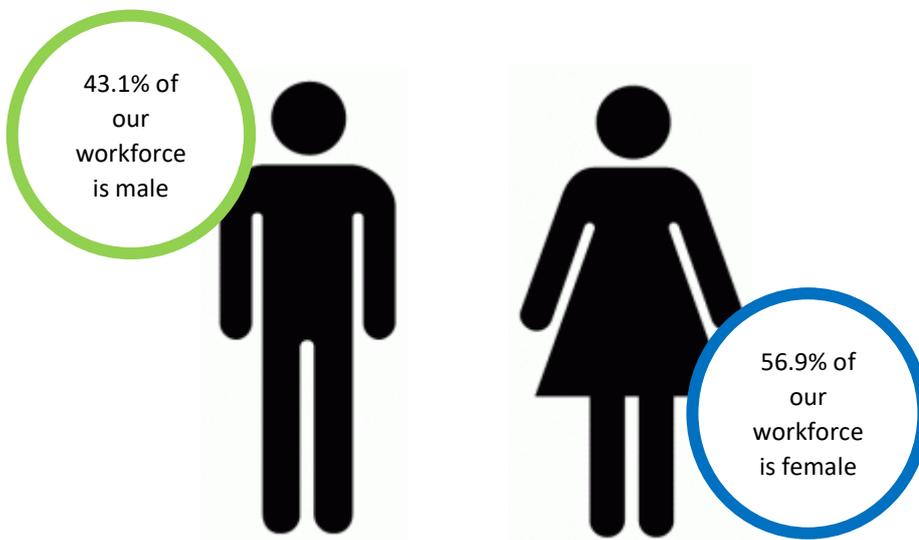
What is the gender pay gap?

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.

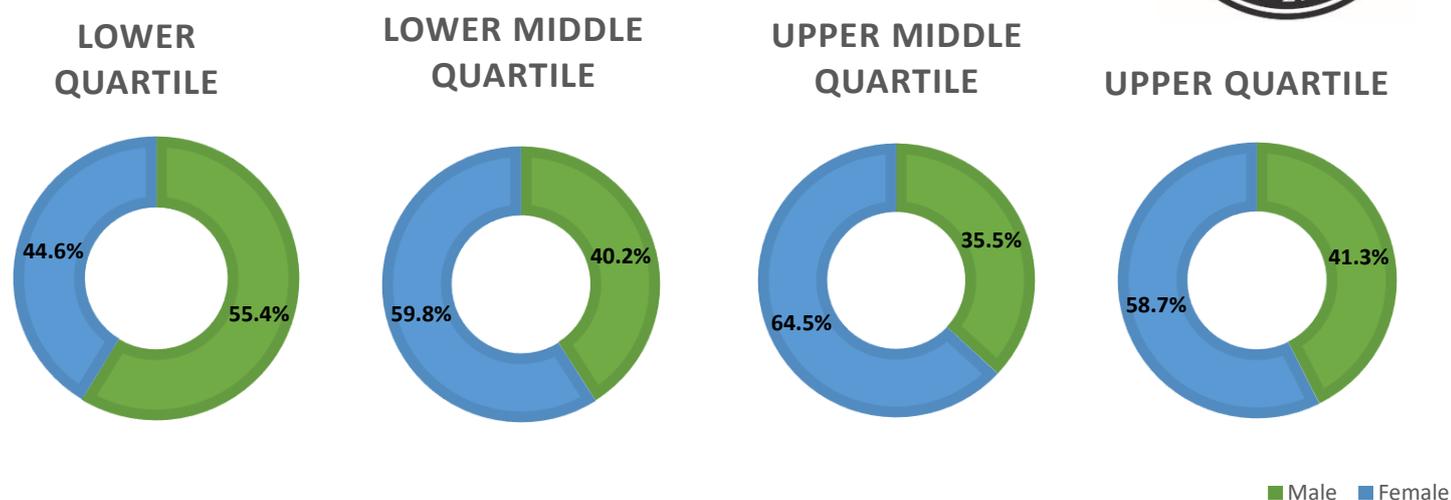
Our workforce

	Part time	Full time
Company	27.4%	72.6%
Male	6.7%	93.3%
Female	42.8%	57.2%





Our Quartiles



The charts show the proportion of males and females across Farrow & Ball in four equally sized groups, sorted by level of pay.

Our Results

Pay Gap	Median	Mean
Hourly Pay	- 6.7% (-8.8% 2017)	7.2% (7.3% 2017)

Bonus Gap	Median	Mean
Bonus Pay	81.7% (40.6% 2017)	64.4% (53.4% 2017)

These figures show the difference between average hourly and bonus pay levels for women at Farrow & Ball compared to men. Both mean and median pay gaps have reduced since 2017. The mean pay figure is affected by the higher pay for our executive or leadership roles, 65% of which were filled by men in April 2018. In contrast the median pay gap reduces the impact of this and is considerably below the national average for the gender pay gap. The mean and median bonus figures have increased due to a smaller number of bonuses paid in Retail, where roles are predominantly (86%) filled by women.

Our commitment

In order to continue to address the gender pay gap, the balance of females in our Executive team has increased to 37.5% from 15%. We also continue to introduce 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.

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.

Anthony Davey, CEO