

APRIL 2024

Gender Pay Gap Reporting



At Karndean, we are committed to fostering a culture where diversity thrives, and equal opportunity is a reality for all. By continuously challenging ourselves to think differently, embedding fairness and inclusivity in our policies, and cultivating an open and supportive environment, we drive meaningful progress. With collaboration, trust, and empathy at the heart of how we work, we remain focused on supporting women in their careers, closing the gender pay gap, and championing wage equality across our business.”

Fleur Carson,
Managing Director,
Karndean Designflooring UK



Introduction

In the 12 months since our last Gender Pay Gap Report in April 2023 we've continued to make big changes at Karndean in the area of Equity, Diversity and Inclusion. Education around equality vs equity, the importance of a diverse workforce and giving our teams the tools to drive growth and development – especially for women – have been key focus areas.

In October 2023 we appointed our first female Managing Director who is an excellent role model for women at Karndean aspiring to leadership positions. Fleur passionately believes that women should be given every opportunity to progress and close the gender pay gap.

In April 2024 60% of our total workforce was male and 40% was female, a 1% increase in the number of males from 2023 and a total of 240 employees.

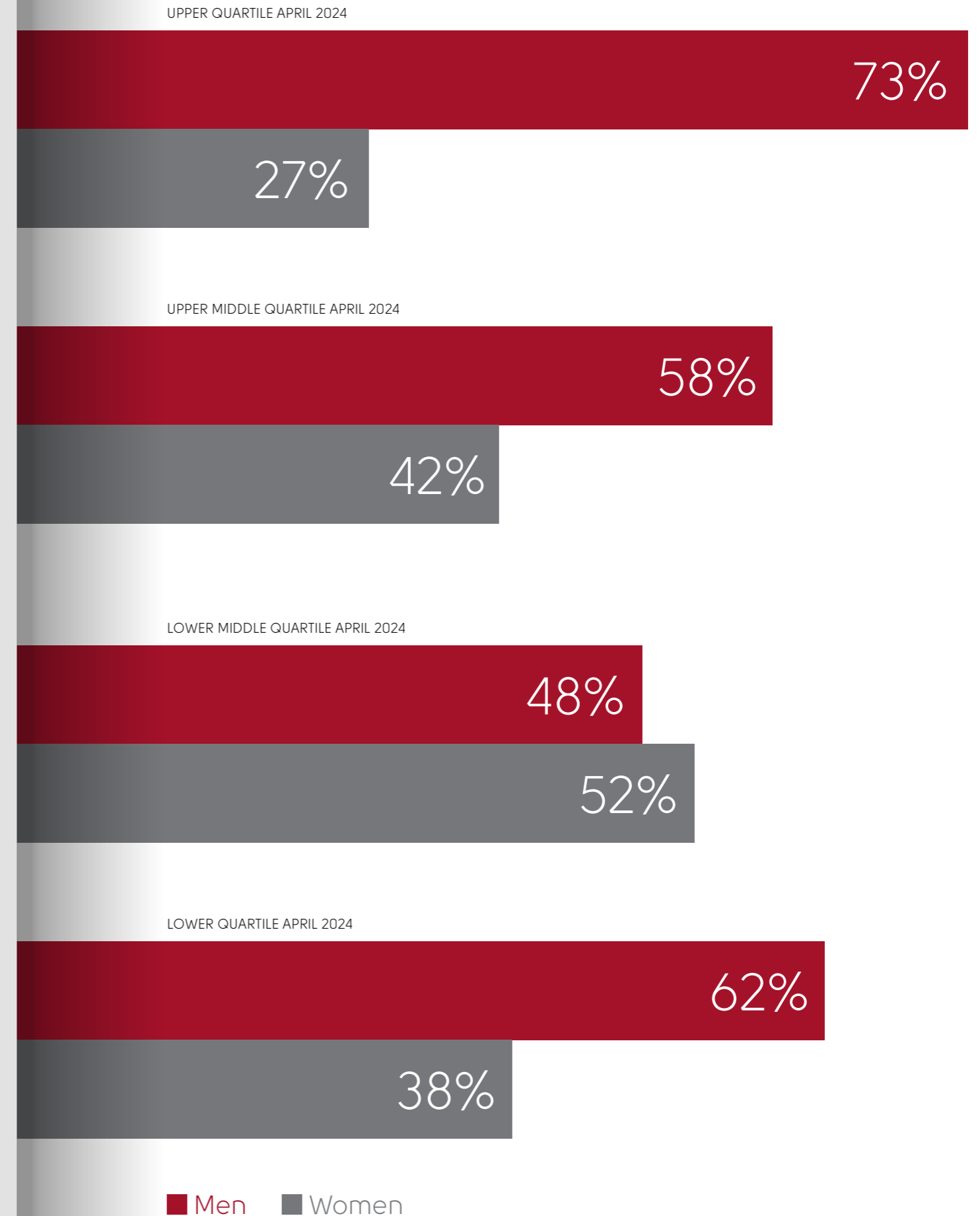
The flooring industry, and sales industry, is typically male dominated but we are committed to ensuring we're removing barriers for women within Karndean. We can see from our data that while we still have more men than women in our upper quartile of leadership positions, in both the upper middle and lower middle quartile the number of women in these middle management or senior individual contributor positions has increased compared to 2023. We can also see that the number of women in our lower quartile has decreased compared to 2023. This shows genuine growth and movement of women at Karndean progressing through their careers into more senior positions. We know closing the Gender Pay Gap isn't a quick fix and so we're thrilled to see this positive trend from the work we've already started and will continue to commit to and build on in the future.

Proportion of men and women in each quartile band

We're disappointed that compared to 2023 women in the upper quartile has decreased by just under 4%, due to a female member of our executive team leaving the business. However, we are pleased to see that women in the upper middle increased by 4.6% and lower middle increased by 1.7%.

We saw the biggest change in our lower quartile with 8.5% fewer women in this category than 2023.

With our focus on equitable opportunities to develop skills, mentoring and supporting women returning to work from maternity leave through a range of methods including flexible working we can see improved internal talent mobility through these numbers.

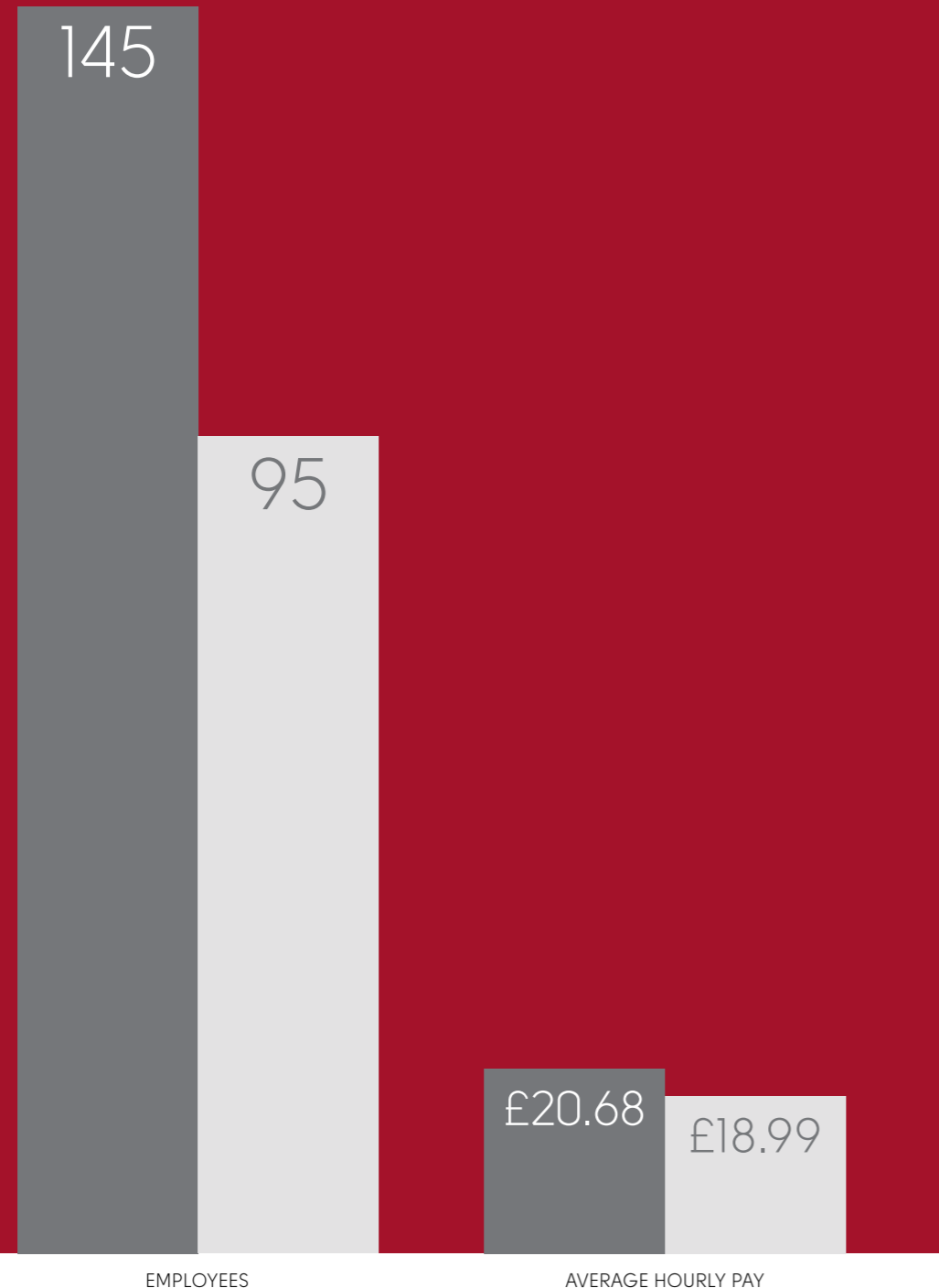


■ Men ■ Women

Mean Gender Pay Gap

8.19%

■ Men
■ Women



EMPLOYEES

AVERAGE HOURLY PAY

Gender Pay Gap Basic Hourly Rate

We are incredibly proud that both our mean and median gender pay gap have reduced significantly. Our mean gender pay gap has reduced by nearly 7% compared to 2023. There is now only £1.43 difference in the median pay at Karndean between men and women.

While we still have improvements to make this is a huge step in the right direction. As we support more women to develop into leadership positions, we hope to close this even further.

Median Gender Pay Gap

8.95%

● Men
Average hourly pay
● Female
Average hourly pay



Bonus pay

We are thrilled to have seen a big reduction in both our mean and median bonus differentials. This is especially pleasing for us as such a large part of our sales force is male and the commissions the sales teams receive will be driving up these figures.

Our executive board continues to be predominantly male which, again, will impact the results. However, the increase in women in the lower middle and upper middle quartiles into more senior positions will have an impact on negating this.

Our mean bonus differential has reduced by 12.2% from 2023 and our median bonus differential is at an all time low with nearly a 14% reduction in 2023 to just a 4.5% differential.

Trends would indicate over the past 4 years we are making clear progress in closing the gender pay gap at Karndean.





Action Plan

Karndean Evolve®

We continue to build on Karndean Evolve® which sets out a clear commitment and strategy of how we will drive and embed sustainability across the business. Equity, Diversity and Inclusion and Health and Wellbeing are two of the key pillars which we have made some huge progress on in the UK.

Our Equity, Diversity and Inclusion Employee Resource Group has been meeting regularly to drive inclusivity and awareness at Karndean, including for women in the workplace.

A series of Equity, Diversity and Inclusion webinars took place for managers to grow understanding of these topics as well as addressing unconscious bias which will support women's career opportunities internally.

Our Equity, Diversity and Inclusion Coffee Mornings have continued with Privilege and Menopause being two key topics especially relevant to women in the workplace.

Learning and Development Strategy

We have continued our focus on Learning and Development opportunities for all with a blended learning strategy and clear tools, career pathways and support.

For women we recognise that if juggling caring responsibilities, a blended learning approach is essential to enable them to work flexibly with their learning and do it at a time and date that suits them. When planning training sessions in person wherever possible we offer a range of dates and times to allow for flexible working and caring responsibilities. We've included women on maternity leave in all training offerings.

We've started to roll DiSC Training in 2024 which is a key part of our strategy to build high performing teams, but also to embrace diversity, different perspectives and to respect and appreciate different styles. This will help grow and foster an inclusive environment as well as allow women in the workplace to understand which areas they may want to develop further to progress their careers.

Recruitment Strategy

We've continued to build on our direct recruitment allowing us to have control of our shortlists and have transparency in who has applied to roles. With more control we can ensure that our selection and interview processes are fair, unbiased and supportive of a diverse and inclusive culture. Online tools are used to ensure our job adverts are as gender neutral as possible to encourage female applicants.

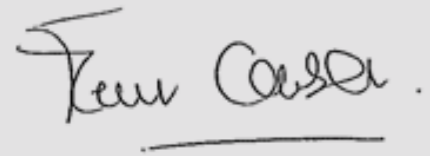
The number of direct hires has increased from 25% in 2022 to 77% in 2024.

We also have partnered with People Plus, allowing us to support candidates with more barriers to work including women and held an open day with a tour and group interview in 2024.

By joining the Social Advocacy Recruitment Group through our People First employee engagement platform, we're educating staff on Social Recruitment and what benefits this has for us and society as a whole. Women returning to work after taking a break for caring responsibilities is a big part of this.

Declaration

We confirm that the information and data provided in this report is accurate and in line with mandatory requirements.



Fleur Carson
Managing Director UK






Gemma Hathway
HR Director UK & Europe





Crab Apple Way, Vale Park
Evesham, WR11 1GP
T. 01386 820 200
karndean.com

-  Karndean Designflooring UK
-  @karndean_uk
-  @karndean_uk
-  Karndean Floors