

Gender Pay Gap Reporting 2022

EXECUTIVE SUMMARY

Abingdon Flooring are a progressive employer who believe and embody equality as one of the key pillars of a successful business. We have prepared our Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which shows:

- A mean gender pay gap of 22.3%
- A median gender pay gap of 14.4%
- A mean bonus gender pay gap of 40.7%.
- A median bonus gender pay gap of 65.4%.
- A bonus payment was received by 94.4% of females and 87.3% Males.
- The proportion of each gender in each quartile pay band

Quartile	Lower	Lower middle	Upper middle	Upper
Female	45.3%	9.3%	12.2%	14.7%
Male	54.7%	90.7%	87.8%	85.3%

DECLARATION

I hereby confirm that the information provided in this report to be accurate.



Alastair Stephens
Finance Director

March 2023

INTRODUCTION

Abingdon Flooring Ltd are a UK subsidiary of the wider Victoria Plc group, and operates within the textile manufacturing sector, producing high quality wool, polyester and polypropylene carpets to our large customer base.

With nearly 3,000 customers and over 300 staff, Abingdon has a pre-eminent position in its market sector and takes great pride in being an exciting and equitable place to work.

At Abingdon, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Abingdon is an Equal Pay employer – men and women performing equal work receive equal pay.

The company is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This Gender Pay Gap Report is based on data as at 5th April 2022.

The requirement involves carrying out six calculations that show the difference between the average earnings of males and females in our organisation. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

GENDER PAY GAP CALCULATIONS

1. The Mean Gender Pay Gap

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates can dominate and distort the result. The mean gender pay gap for April 2022 was 22.3%.

Our analysis of comparable roles shows that we reward men and women fairly for similar work. The key drivers behind the mean gender pay gap is that shiftwork is predominantly carried out by males – note that any women working shift work patterns receive exactly the same remuneration. Whilst there is no occupational reason for male dominance in this role we have found it extremely difficult to attract females to manufacturing roles.

The second key driver reflects the lower representation of women at senior levels within the organisation and especially our difficulty in recruiting women in operations, technical and engineering disciplines.

2. The Median Gender Pay Gap

Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates. The median gender pay gap for April 2022 was 14.4%.

3. The Mean Bonus Gender Pay Gap

The Mean Bonus Gender Pay Gap can be a good measure where bonus payments are common across an organisation - large or small bonus payments can dominate and distort the result where such payments are not prevalent across the business. However, with Abingdon Flooring Ltd most employees participate in an incentive payment scheme for attendance. This being a driver for the mean bonus gender pay gap result of 40.7%, along with the lower representation of women at senior levels within the organisation for reasons aforementioned.

4. The Median Bonus Gender Pay Gap

Furthermore The median bonus gender pay gap was 65.4% for the 12 months to 5 April 2022.

5. The Proportion of Males & Females Receiving a Bonus Payment

For FY2022/23 the proportion of Males and Females receiving a bonus payment was 87.3% of females and 94.4% of males.

6. The Proportion of Males & Females in Each Quartile Pay Band

The proportion of each gender in quartile pay bands for April 2022 shows:

Quartile	Lower	Lower middle	Upper middle	Upper
Female	45.3%	9.3%	12.2%	14.7%
Male	54.7%	90.7%	87.8%	85.3%