

Our Culture Book

Designed
for life

Welcome to Karndean, where we see flooring differently...



It's great to have you with us as we take you through our history, values and culture – so you can better understand our journey from humble beginnings to a leading global flooring brand. We want you to dive right in, experience life at Karndean and understand our mission.



This is your Culture Book: the history and future of Karndean. It's something you can come back to. It should keep you on track and keep us connected. We want pages turned at ends. We want your scribbles and ideas all over it. And we want you in future volumes as you contribute to the success of Karndean.

The history of Karndean 50 years of fabulous flooring



The year is 1973, when a former flooring installer created a small business from his family home. Mike Walker wanted to offer something unique, inspirational and different to what the vinyl flooring industry was offering. His philosophy was to offer a vinyl floor that was always practical, but beautiful at the same time. Mike worked out of his truck for well over 20 years – for some of this time he would take with him his Great Dane, Smokey; maybe they would remember the man with the dog more!



The business soon outgrew Mike's family home, as it expanded into a global brand and moved into its current home of Evesham headquarters. Building relationships with retailers, contractors, and specifiers all over the world made Karndean into the market-leading company it is today.



Our journey so far...

<p>Founded in Halesowen.</p> <p>1973</p>	<p>Introduced LVT.</p> <p>1987</p>	<p>Da Vinci Launch Traditional finishes combined with angled edges. Perfect if you're looking for a classic look. Smooth, slender planks and textured tiles have a timeless appeal.</p> <p>1997</p>	<p>Van Gogh Launch The character of real timber in a wide range of designs including distressed, reclaimed and limed wood textures.</p> <p>2001</p>	<p>Art Select Launch Our most intricate designs, including parquets and random panel limestones.</p> <p>2006</p>	<p>Karndean LooseLay Launch A new format of luxury vinyl flooring featuring a friction grip backing that holds the product in place.</p> <p>2013</p>	<p>Kaleidoscope Launch Making a statement with our new geometric floors.</p> <p>2016</p>	<p>Heritage Collection Launch Featuring a range of exquisite designs inspired by the architectural tiled floors of grand Victoria and Regency villas in townhouses. Each design has been created to give the opulent look of a classic geometric tiles.</p> <p>2018</p>	<p>Commercial Clerkenwell showroom opened.</p> <p>2022</p>	<p>50 years of Karndean Designflooring</p> <p>2023</p>	<p>Art Select Launch This range demonstrates the pinnacle of our design excellence with unique embossing and textures on the surface of the products, distinct bevelled edges that enhance each plank and tile, and captivating designs that inspire.</p> <p>2024</p>
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<p>1982 We launched in Melbourne, Victoria, Australia – our first steps towards becoming the global brand we are today.</p>	<p>1995 Knight Tile Launch Our widest collection of planks and tiles at our most affordable price. Each design is finished to create a truly authentic and unique look.</p>	<p>1998 Karndean USA founded.</p>	<p>2002 Karndean UK offices and showroom opened in Evesham.</p>	<p>2008 75,000 sq ft Bramley distribution centre opened in Evesham.</p>	<p>2015 Opus Enhance Launch A collection of eight of our most popular Opus products designed specifically for use in commercial environments.</p>	<p>2017 Korlok Launch Introducing our first rigid core collection. 12 new colours featuring K-Core® technology, a 5G® click-locking mechanism and a specifically formulated acoustic backing.</p>	<p>2020 Training Academy launch.</p>	<p>2022 Brand Refresh As our business continues to evolve so does our branding, and in 2022 we introduced a new look. Still recognisably Karndean but with a fresh injection of our company culture and personality.</p>	<p>2024 New Warehouse We opened our brand-new, state-of-the-art warehouse and office space. A proud step forward in our commitment to a greener future.</p>	<p>Much more to come...</p>
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Global Presence

Did you know that while we're based in the UK, the Karndean brand and products are known throughout the world with HQs in Australia and the USA.

Inspiring customers Transforming spaces

Our mission

We want to provide you with simply beautiful floors you'll love for a lifetime.

Our workplace, sector and world are incessant; therefore, we must retain and attract the best talent, in order to achieve our business purpose and meet our ever-changing customer needs and expectations.



Raising prosperity

- Driving sustainable growth
- Building strategic partnerships
- Ensuring financial governance



Exceeding customer needs

- Maximising operational efficiency
- Empowering brilliant people
- Delivering service excellence



Product leadership

- Showcasing design expertise
- Offering tailored choices
- Strengthening a trusted brand



Our
channels

Commercial

Karndean 

Have you ever visited a Matalan, Waterstones, National Trust, Center Parcs, Aldi or Hilton hotel?

If the answer is yes, then you'll have seen our products! From large commercial environments to small residential rooms, all our floors come with a commercial guarantee of 10-20 years, depending on the product range specified. The durability of Karndean is just one reason it is so widely specified in the commercial sector. We even have a dedicated Commercial showroom in Clerkenwell, London!



As the UK Sales Director for Retail & Commercial, I am incredibly excited by the opportunity to lead our talented teams in delivering the Karndean vision. At Karndean, it's clear to me that we thrive on collaboration and customer centricity, ensuring that every interaction is a step towards building long-lasting relationships and building our business for the future. Our commitment to excellence and our shared values drive us forward, and I am eager to contribute to our collective success. Together, we will continue to inspire the UK interiors market with our exceptional craftsmanship and design."

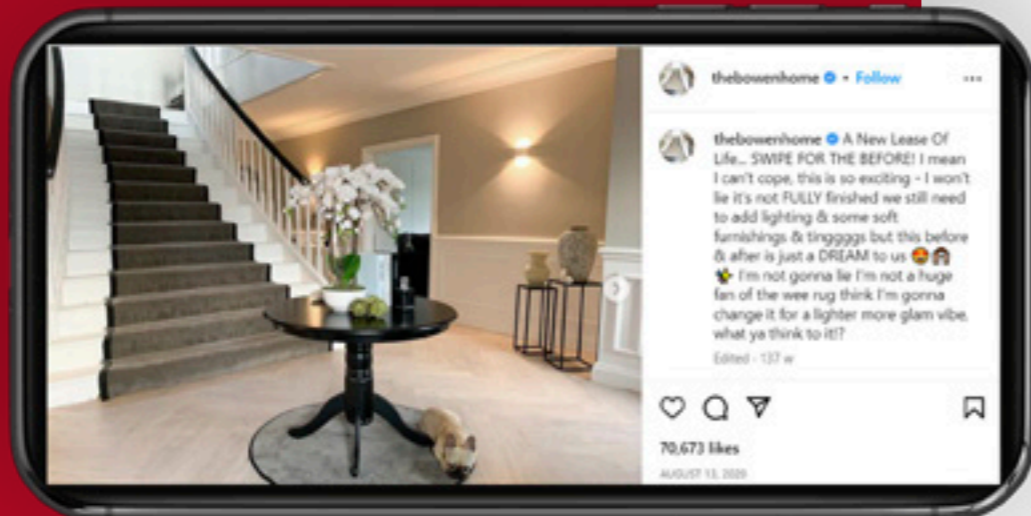
Richard Allen, Director of UK Sales





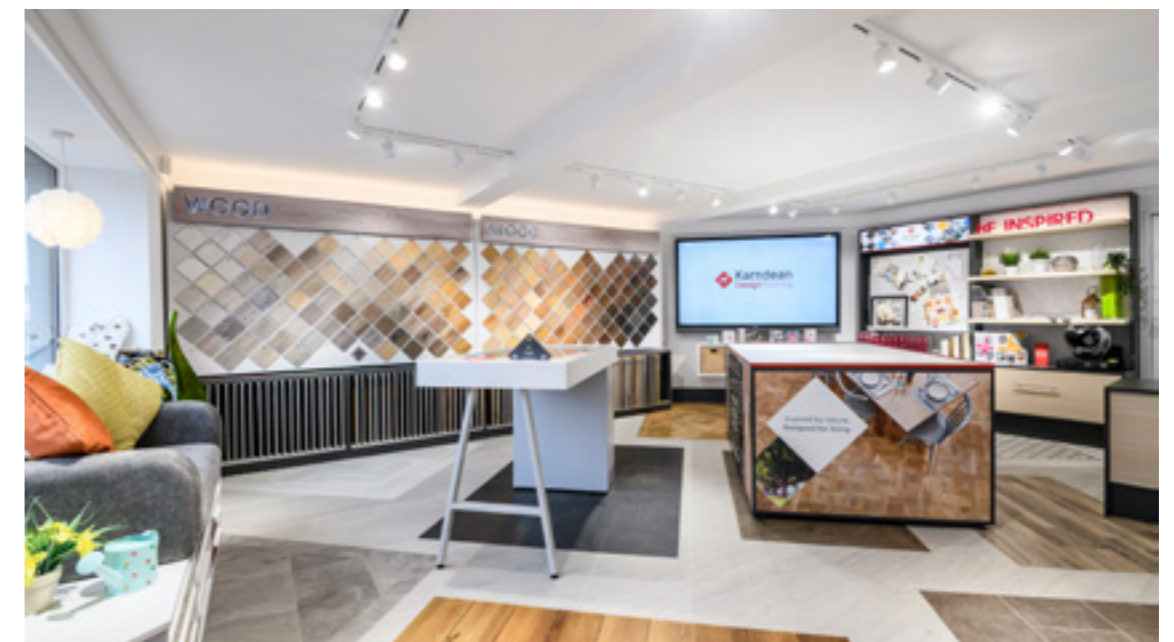
Karndean was always my first choice for luxury vinyl flooring. It was so hard to choose our favourite design!"

Olivia Bowen
TV Personality, 2020



Retail

The homeowner has the choice of visiting over 2200 specialist independent retailers across the UK and Ireland for expert support when selecting a Karndean floor for their home. With a range of Karndean wood, stone and abstract designs on display in store, our retailers are on hand to help bring consumers' projects to life!





Karndean developed a Trade channel following a recognised gap in the market to service trade builders' merchants and ceramic and laminate retail stores. Palio Trade and Palio Express were born. The product offering consists of ranges that are dedicated to this audience and are not within the Karndean portfolio to enable differentiation. Both of our Palio brands are the go-to flooring ranges for those looking for the same Karndean assured quality.



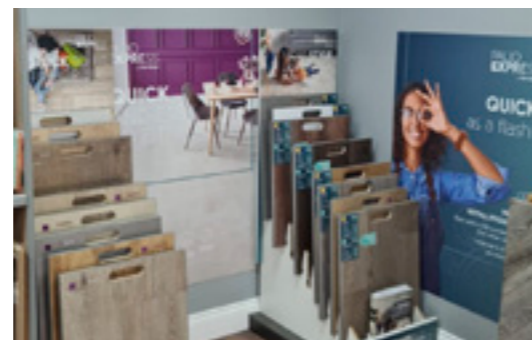
Palio Trade by Karndean

Karndean Designflooring listened to the call from the merchant and building industry for a collection designed specifically for the trade to fit. Available through our UK network of builders merchants, trade counters and distribution partners, Palio Trade by Karndean is the go to flooring range for those looking for the same Karndean assured quality without the worry of specialist installation.



Palio Express

Palio Express by Karndean is an innovative range aimed at the keen DIY-er. Palio Express brings the perfect balance of quality, style and convenience with no need for specialist tools, adhesives or separate underlay and is available through our Palio Express retailers or directly through the Palio Express website.



The launch and development over the last few years of the Palio by Karndean brands has been extremely exciting. The nature and strategy of the Palio brand has allowed us to venture into new markets which will naturally generate new business. We have a separate Sales & Marketing function who are firmly focused on both "do it yourself or do it for me" type opportunities which so far has been very successful and continues to grow. Finding new opportunities with Palio, supported with the Karndean brand can only help develop and achieve more business in the years ahead."

I am personally proud to have been part of its success to date and meeting a lot of people along the way. If there is one thing that I can say it would be "success can't be achieved on your own!".

Scott Cochrane

Divisional Managing Director
of Palio Flooring & Distribution



What Karndean believe in



People
Matter



Positive
Energy



Pioneering
Spirit



Deliver the
Promise

Our values

Despite growing into a global company, Karndean remains true to its roots and is fiercely committed to our customers and employees. Employees are treated like family and all work together to promote the four company values: People Matter, Deliver the Promise, Pioneering Spirit and Positive Energy.

We recruit, train and develop using these core values, as they are essential to maintaining and strengthening the Karndean culture. They guide how we behave, act and work together, every day.



What does
'People Matter'
mean to you?

At Karndean all employees have the trust and freedom to take on new opportunities or think of different ways to improve the business - we empower our employees and support them in achieving their goals. People Matter is involved in all areas at Karndean, from recruitment to recognition where all employees can nominate others for awards such as Employee of the Quarter, linking back to how they have proven that people matter to them. We are a flexible and dynamic company, always aiming to recognise the achievements of others, whether this is in the form of a thank you, an instant reward or other nomination, we pride ourselves on ensuring our employees feel valued for their work and listened to."

Molly Beck
HR Manager



People Matter

Empowered people are at the heart of Karndean. We trust each other and recognise achievement.



So what does that mean day to day?

Support one another, asking what we can do to help where necessary and seeking and accepting help when we need it.

Value diversity and each other's contributions, seeking to understand the perspective of others.

Have open, constructive and respectful communications.

Are empowered to do our job, knowing we have the trust of our manager.

Respect each other's time and consider how our actions impact on others.

Recognise and thank one another for what we do.

Positive Energy

Our business is dynamic and driven by an enthusiastic 'can do' attitude.



Take initiative, be proactive and work with a positive mindset.

Embrace challenges as an opportunity to improve and learn.

Focus on what's within our control and influence.

Demonstrate resilience in how we manage our work and working relationships, encouraging collaboration across teams.

Acknowledge the efforts of our colleagues where appropriate.

Recognise and celebrate our wins and successes.

Tracey Cox,
Warehouse Operative



What does 'Positive Energy' mean to you?

I have a positive attitude at work because I love the job I do. I love a challenge and working under pressure, working with a great team also helps. Since working on the afternoon shift all of us are thanked at the end of every week and it's so nice to be appreciated. It goes a long way."

Tracey Cox,
Warehouse Operative





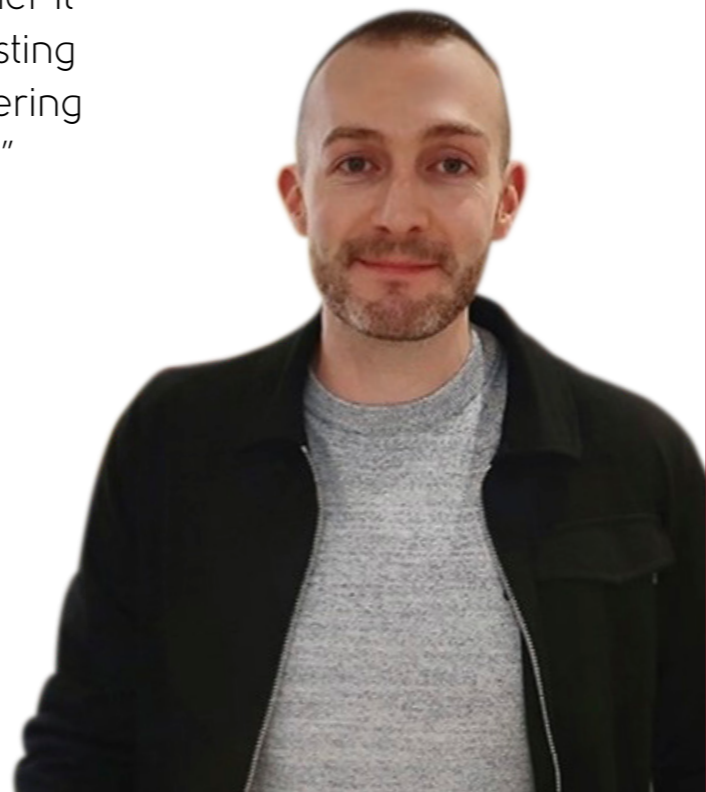
What does
'Pioneering Spirit'
mean to you?

Pioneering Spirit is something that has always been instilled in me at Karndean; it's the shift towards thinking outside the box, rather than always doing the same thing in the same way.

In Finance, we frequently use the term "Kaizen", the Japanese word for 'continuous improvement', which goes hand in hand with this value.

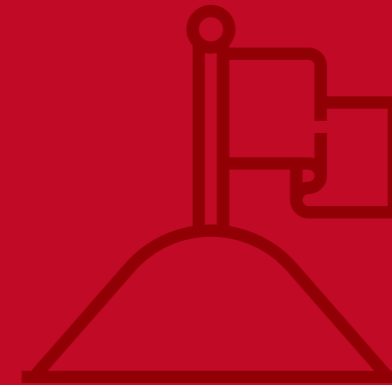
Ultimately it involves questioning why you're doing a certain task and whether there is a better, more efficient way of doing it. This Karndean value encourages creativity and it's great to see how far people can take this principle. Whether it results in improved processes, interesting insights or new opportunities, 'Pioneering Spirit' is key to growing the company."

Adam Gilder
Financial Controller



Pioneering Spirit

We encourage bravery and creative thinking, it has built Karndean and will define our future.



Have the courage to try new ways of thinking and working, challenging the status quo to help us work smarter and more effectively.

Be open to considering all ideas across the business.

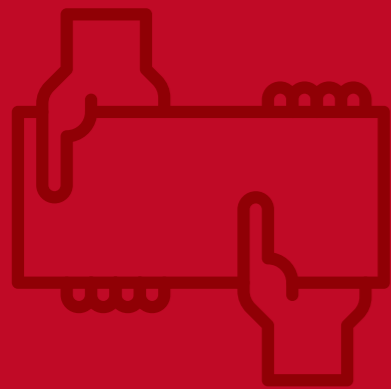
Not afraid to fail: it helps us learn and drive success.

Show strength and courage in attitude and action when faced with challenges and uncertainty.

Collaborate with our global colleagues to develop solutions, exchange best practice, and create value.

Deliver the Promise

We behave with integrity and commit to our customers, our goals, and the team. We each play a part in our shared success.



Do what's required to the standard expected when we say we will.

Keep our customers and one another informed, especially if something is going to change.

Understand and follow through on our commitments, going the extra mile where necessary.

Manage expectations and don't be afraid to say no, or agree on an alternative, where appropriate.

Understand and accept our part in the success of the Karndean team and hold ourselves accountable.

Put the customer and consumer at centre of everything we do.



What does
'Deliver the Promise'
mean to you?

Delivering the Promise is going above and beyond in all aspects, you need to be open minded to change and challenges and keep a positive attitude on those long days.

For myself in the Showroom, Delivering the Promise means developing a meaningful rapport with all visitors from the minute they walk through the door. It's important we are attentive and actively listen to our consumers' needs and tailor their experience accordingly. To Deliver the Promise it is essential that I not only know our product inside out but also truly believe in it. This enables me to provide a comprehensive and professional service in a clear and digestible way. Ultimately, simple steps executed in the right way create a calm, positive and memorable experience; from offering customers drinks upon entry, to arriving at their final interior vision. We want customers to feel inspired and uplifted when they are choosing their new floor."

Veronika Wengrinova
Showroom Coordinator



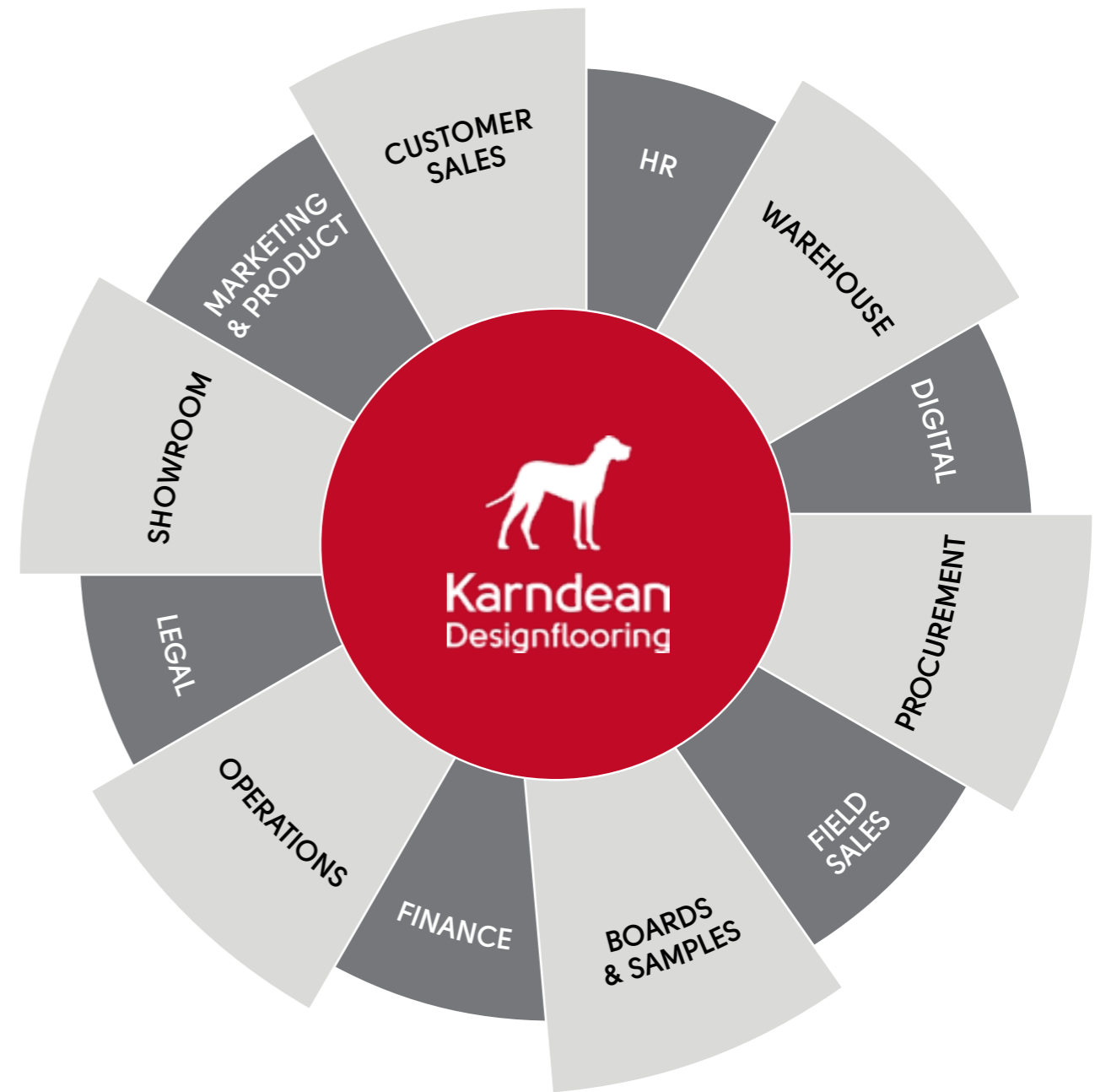


The Karndean family

We like to have a caring, collaborative environment that encourages learning and development across different functions so you'll soon get to know everyone in the business.



Our departments



Training Academy

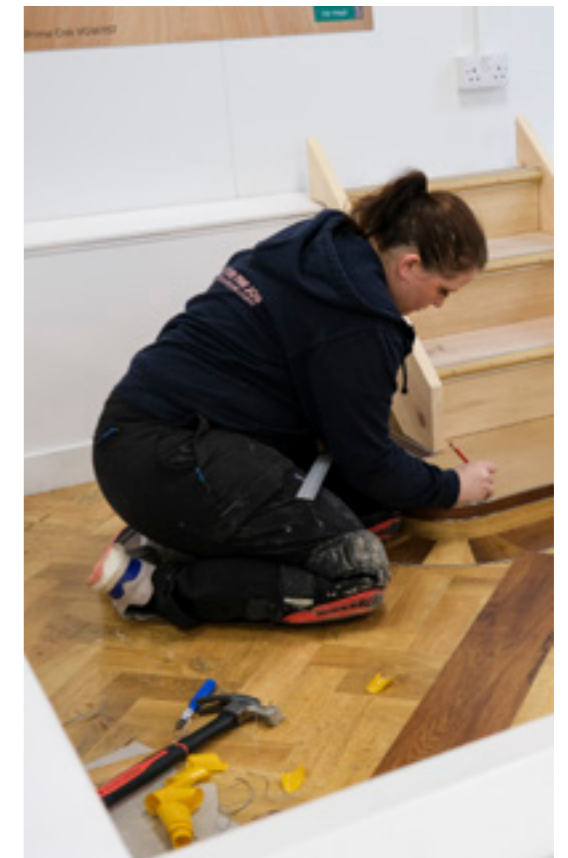
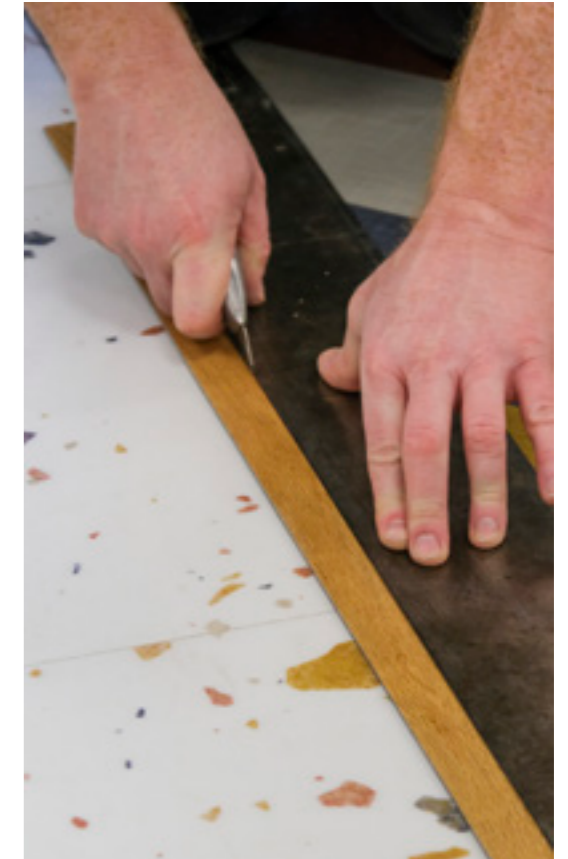


Our state-of-the-art training academy is designed to offer a wide range of courses and workshops for fitters and installers of all skill levels. Whether you're looking to refine your existing skills or learn more advanced laying techniques, we have a course to meet your needs.

The academy doesn't just serve our fitters – it also provides training for employees in customer-facing roles, ensuring that we can effectively bring our products to life when supporting our customers.

Located at our head office in Evesham, the academy is staffed by expert instructors and subfloor specialists who work together to deliver top-quality hands-on training. While we offer a variety of set courses, we also collaborate with our skilled fitting instructors to develop and deliver bespoke training packages tailored to specific needs.

The Training Academy has eight spacious, purpose-built installation bays, a dedicated subfloor preparation area and an open plan lecture area for theory-based learning.



Careers at Karndean



Career Growth

We want to see you thrive and make the most of your career at Karndean! That's why we fully fund accreditations, such as CIMA, CIPS, ACCA and CIPD through the apprenticeship levy. We are passionate about promoting within and driving our internal talent mobility. In addition to investment in training programmes, our internal training offering is also growing alongside the business.

Having a learning culture is something we're incredibly passionate about at Karndean and that's why we've invested in e-learning for each and every member of the team.

We also have invested in access to LinkedIn Learning for those who feel they would benefit from this or as part of an employee's role to help them hone specialist skills.



We are a proud member of The 5% Club, which is a dynamic movement working to create a shared prosperity by driving 'earn and learn' skills training opportunities, for example, apprenticeships. In 2023 we were ecstatic to achieve a 'Gold' level which means we have at least 5% of our workforce in earn and learn positions and we are proud to learn that we have earned this achievement 2 years in a row in 2024.



Investors in People

Gold award accredited in 2013, 2019 and re-accredited in 2022.

The Investors in People Award helps organisations to develop their employees, improve performance and realise objectives through effective management. The accreditation also provides external recognition to demonstrate how people-focused a business is, which in return helps to attract and retain employees.

It is true to say that it's not just our great product that makes this business successful, it's our people!

Our ability to provide a high standard of service to our customers is built on the skills of our employees, who are our greatest asset. The Gold award provides clear and independent evidence that we at Karndean are committed to attracting, supporting, recognising, developing and engaging with our staff.

In 2023 we launched our 'Design your custom career path' to enable our employees to proactively plan their career at Karndean and understand how they can develop and progress.

Our employees are our greatest asset.



Career progression



Mark Horsburgh

January 2020-present
Commercial Specification
Manager – South West

June 2017-2020
New Business Development Support

May 2016-2017
Commercial Sales Coordinator



I started my Karndean journey as a Sales Coordinator in 2016, and with the trust and support of the management team, I've progressed through two promotions to my current role as Commercial Specification Manager. Working within a global company offered me diverse opportunities, while the strong family culture at Karndean gave me the confidence I needed to develop my skills and grow within the business."

Rebecca Bowers career timeline



2025 marks my 15-year anniversary with the brand. My journey through various departments has equipped me with strong foundations, enabling me to direct my focus towards areas of the business that captivated my interest. Throughout the years, opportunities have presented themselves, and my possession of transferable skills and a persistent willingness to learn has led to a Product role, an area that resonates deeply with my passion."

Rebecca Bowers, Product Manager

Product Manager
Jan 2024 – Present

UK & DFI Product Executive
January 2019 to January 2024

Global Product Executive
April 2014 to December 2018

Showroom Installation Coordinator
September 2012 to March 2014

Retail Sales Coordinator
June 2010 to September 2012



Wellbeing & Community

Over £12k

donated to incredible charities in 2024.

At Karndean, we recognise that it's our employees who make us great and we want to ensure we look after every aspect of their wellbeing. As well as this we want to give back to the communities and charities we work with which continue to influence our Karndean values.



Social Wellbeing

We have a modern breakout area on-site which our employees can use, which includes a dart board for leisure. All of our employees enjoy free hot drinks, fresh fruit and filtered water. We've committed to all being in our Head Offices on a Tuesday and Thursday to really connect with our colleagues across Karndean.

Financial Wellbeing

Financial wellbeing is something that we want to ensure we support our employees with. Our Employee Assistance Programme has a financial advice support for all employees. We also have a pensions hub to give our employees up to date and relevant information about their pensions with experts available to provide support and offer a range of other discounted financial services employees can take advantage of.

Mental Wellbeing

Mental health issues and stress can affect anyone, regardless of their position in the company. Karndean aims to create and promote a workplace environment where employees can talk openly about their job, mental health and have a supportive management team and colleagues around them. We have a dedicated team of trained Mental Health Champions, who are happy to help and support as and when required.

Most roles at Karndean have the opportunity for hybrid working for a better work-life balance – we want you to be able to spend more quality time with your family and friends!



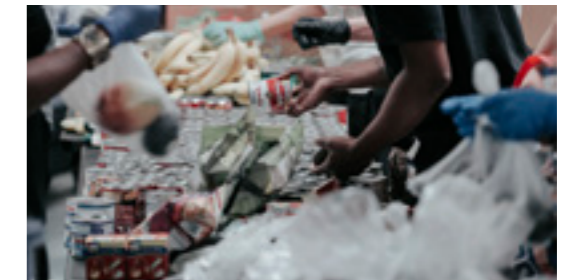
Physical Wellbeing

Through our Employee Benefits Platform 'Smokey's Treats' you can access fantastic savings on gyms, exercise classes and adventures to support your physical wellbeing.

We also run a number of campaigns throughout the year on our HR Platform, People First - encouraging everyone to get involved. Employees located at Head Office in Evesham also meet during the week to take part in variable distance fun runs.

Fancy a shower after your run? Sure, we offer employees access to our shower room at Head Office.

Not located close to HQ? No problem! Join us at team fun races which are held all over the UK and we like to participate in for charity, such as the Wolf Run.



Local Community

We are dedicated to working with the local and wider community to support a variety of initiatives. In 2024, we donated and raised over £12,000 to incredible causes such as: various cancer charities, SSAFA (the armed forces charity), local mental health support charities, various charities in memory of an employee (Richard Daniels), and many more.

This year, we are partnering with the housing and homelessness charity - Shelter. This partnership reflects Karndean's commitment to social responsibility and its belief in creating a more just and equitable society. By joining forces with Shelter, we aim to make a significant impact on the lives of those affected by the housing crisis.

SHELTER

Our charity of the year

Shelter, our Charity of the Year 2025

Our mission is to help our customers create a home where they can thrive. A sanctuary from the stresses of life.

But the UK currently has a housing emergency with a shortage of affordable and social housing. This means that many thousands of people do not have a secure home. We strongly believe that this is something that cannot continue, so we are delighted to support Shelter as our Charity of the Year for 2025.

Because 'home is everything'.



Shelter reports that in 2024, 250,000 people in England were living in temporary accommodation, including over 159,000 children (in Scotland this figure is 16,330 households, including 10,110 children). Rough sleeping has more than doubled since 2010. Without enough social housing available, many individuals and families are living in temporary accommodation or struggling to pay rent in the private rented sector. This situation is being exacerbated every year as Britain loses more social homes than are built.

Shelter is campaigning for social justice and a fairer housing system with more social homes, better renters' rights and a stronger welfare system that supports people through tough times, calling on the government to ensure that everyone has access to safe and stable housing.

We pledge to:

- ✓ Donate 50p for every free chip sample returned to Karndean head office to be re-used or recycled.
- ✓ Fundraising events at our showrooms including Evesham head office and showroom, Material Source Manchester, Material Source Glasgow and Clerkenwell, London.
- ✓ Donate excess flooring to four Shelter retail stores for either reuse or resale.
- ✓ Make a donation for every employee that supports Shelter with their paid volunteering day.
- ✓ Support Shelter's campaign that all social lets must include flooring.

Want to help us? You can donate to our fundraising page or join our fundraising events.

Find out more about Shelter's work at www.shelter.org.uk

Sustainability

We are proud to have unveiled Karndean Evolve in 2023. This sets out our focus and commitments to improving sustainability performance across all aspects of our business. The programme is based on six key pillars of activity across social and environmental performance. The six pillars are shown below:

Confronting Climate Change

For most organisations their greenhouse gas emissions, or carbon footprint, are their biggest direct impact on the climate. To understand an organisation's impact you need to measure your carbon footprint. This involves understanding the amount of carbon emission in three defined groups of emissions - those from gas (e.g. heating) and fuel use (e.g. company vehicles), emissions from electricity consumption, and the emissions associated with purchased goods and services, transportation and distribution, and business travel. As we deal with a physical product then that product is going to have a fairly big impact within the company's footprint. But given we don't have our own manufacturing operations then the impact from the products falls into the third group of emissions.

Evolution through Karndean Evolve®

Confront climate change

- Calculated our global greenhouse gas emissions footprint (often called a carbon footprint).
- Established approved targets to reduce our greenhouse gas emissions footprint through the Science Based Targets initiative.
- Established Environment Product Declarations across our global product portfolio.
- Launched an online training course on climate change for all employees.
- Installed hundreds of solar panels across the company's buildings in Evesham. These are generating more than 230,000 kilowatts of electricity for the business each year helping to reduce emissions and protect the business from fluctuating energy costs.

Sustainable use of resources

- Launched a take back scheme of unused offcuts during installation to ensure that the material is recycled.
- All waste from operations in Evesham avoids landfill.

Supply chain transparency

- Audited our product suppliers on their sustainability performance using the Sedex audit framework covering business ethics, social performance, environmental performance, and working conditions.
- Committed to producing an annual sustainability report across the Karndean Group.

Inclusion & diversity

- Engaged our most senior directors in multiple interactive education sessions on equity, diversity, and inclusion.

Confront climate change

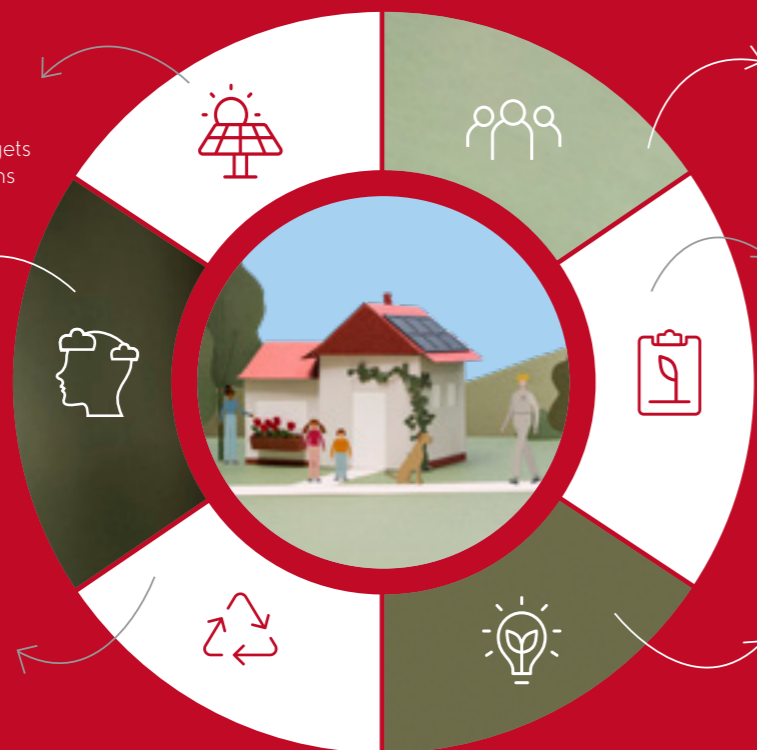
Reducing our carbon footprint through energy efficiency, reducing our use of fossil fuels, and generation of renewable energy on site. We now have approved targets through the Science Based Targets initiative to reduce our emissions by at least 42% by 2030.

Health & wellbeing

Ensuring the health and safety of those involved with the manufacturing and use of our products.

Sustainable use of resources

Conserving natural resources; using post-industrial and post-consumer recycled materials; making products that can be recycled; elimination of raw materials derived from crude oil; creating closed-loop production processes.



Inclusion & diversity

Nurturing an equitable, inclusive and diverse workplace culture through engagement and education.

Supply chain transparency

Embedding sustainability requirements, expectations, and performance targets in our management and assessment of our product suppliers. We also audit our product suppliers under the Sedex framework. The audits focus on business ethics, social performance, environmental performance, and working conditions.

Education

Educating employees about the importance of sustainability, helping them understand what role they play and increasing the likelihood of achieving our goals.

Science Based Targets

The Science Based Targets initiative (SBTi), a corporate climate action organisation that is developing standards, tools and guidance to help businesses set appropriate targets, has announced that it has independently assessed and approved Karndean's near-term science-based emissions reduction targets

Jamie Shaw, Group Head of Sustainability at Karndean Designflooring, said: "Joining the SBTi is a key step toward the success of our Karndean Evolve® strategy as it ensures that our planned climate action is in line with the latest science. With this knowledge we can be confident that our goals are in line with the 1.5C trajectory confirmed necessary by the 2015 Paris Agreement. Achieving this third party endorsement demonstrates our commitment not only to taking bold action but also to being open and transparent as we make progress."

42%
emissions
reduction by
2030

51.6%
cut in product
end-of-life
emissions by 2030

62%
of our suppliers
committed to
science-based
targets by 2028

Jamie Shaw
Group Head of
Sustainability



The new warehouse

At 101,000 sq ft

this sustainable facility is built to achieve BREEAM Excellent

We're thrilled to officially open our brand-new, state-of-the-art warehouse and office space. At 101,000 sq ft, this sustainable facility is built to achieve BREEAM Excellent - a proud step forward in our commitment to a greener future.



"A big applause to Benniman Construction Group Ltd for their exceptional work in making this vision a reality, and heartfelt thanks to every individual whose dedication brought this project to life."

Fleur Carson



Equity, diversity and inclusion

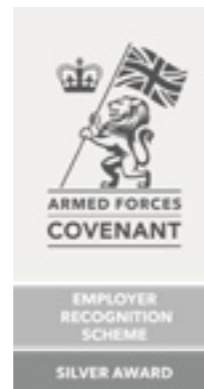


Under our value People Matter, Equity, Diversity and Inclusion (EDI) is something we're incredibly excited about at Karndean and in 2023 we created our first EDI employee resource group. The group is full of people who are passionate about continuing to grow the culture at Karndean to be inclusive, equitable and have a diverse workforce.

Having a Pioneering Spirit is another of our values and we recognise the more diverse our workforce - whether that's race, a physical or mental disability, neurodiversity, religion, socioeconomic or any other element - the more creative and innovative we'll be.

At Karndean we are committed to driving Equity, Diversity and Inclusion both internally and in the communities we work in, adding true social value.

In 2024, we joined the Social Recruitment Advocacy Group to advocate for recruitment practices which are inclusive to all of society and help build a diverse and equitable work environment. This is something we do at Karndean through our partnering with People Plus, ensuring our recruitment is accessible to everyone who wants to join the Karndean family.



Employer Recognition Scheme

We are proud Silver members of the Armed Forces Covenant, supporting those who serve and have served our country with additional leave for reservists, actively recruiting veterans and their families, as well as military discounts.

Volunteering

At Karndean, we encourage our employees to take part in volunteering activities in their local community. In order to facilitate this, we give each employee one day of paid volunteering per year. Karndean seeks to impact and add social value wherever it operates.

We've had a wide variety of charities supported by our employees using this, from Christmas tree collections, supporting local museums, suicide prevention, mustard tree and a community larder.

Benefits of volunteering

Participation in the volunteering scheme creates mutual benefits for the company, the local community and Karndean employees.

Helps develop skills – from soft skills such as leadership, communication and presentation skills, to professional skills such as advising businesses and providing pro bono support.

Is a viable alternative to other forms of employee development – a development opportunity in the community can be more beneficial than classroom learning.

Builds employee engagement – volunteering fosters a sense of pride and satisfaction.

Builds social value – businesses must contribute to the communities in which they operate in order to be socially responsible.

Supports access to skills otherwise inaccessible to community organisation's – many charities and community groups could never afford to pay for the skilled support they receive from the business community.

How we connect and grow



Through our HR platform, People First, all employees are easily able to connect with one another! Whether it's to recognise the hard work of others, to create and join communities which open discussion, or to buy laptops, the possibilities are endless...



Lunch and Learn

We love hearing from our people. So this is your opportunity to run the show and give us the low down on a topic of your choice. Our Equity, Diversity and Inclusion Coffee Mornings have been a huge hit and are a great example of these. We get together, enjoy tea, coffee and cake as well as discussing a key topic and sharing lived experiences.

Got an idea or question?

We want to hear them! Go to our Employee Benefits Platform Smokey's Treats and click on our Innovation tile to submit them to our Managing Director, Fleur Carson, to answer monthly. Question her, confuse her and challenge her.

Employee Communication

Our quarterly briefings from Fleur Carson ensure everyone knows how the business is doing against our strategy and our targets. We're utilising People First to ensure that different areas of the business can share their successes and initiatives with everyone as well as posting key updates for everyone.



The benefits

At Karndean, benefits are about more than just discounts (although these are always nice!). They're about making sure our employees know that they're genuinely valued, a part of our Karndean family and that they have opportunities to grow and develop within the business. We're constantly reviewing how we can give colleagues the benefits that matter most to them.



Karndean is a family business that has grown to be a market leader and we make sure our benefits reflect this and our core values. Everyone has a voice at Karndean and we ensure everyone is listened to, especially with regards to our benefits."

Gemma Hathway
Human Resources Director



So... the perks



Learning and Development

We offer funded study packages for those seeking to enhance their current qualifications. We are an ACCA approved training provider.



Employee Discount

The company operates a generous discount flooring scheme because we want all employees, their families and close friends to benefit and see exactly why everyone loves Karndean flooring...



Private Medical Insurance

For some roles we offer private medical insurance through BUPA, but don't worry if this isn't offered with your role. We provide a health cash plan for all our employees which you can choose to increase the level of cover for if you wish and add dependents or partners.



Life Assurance

Employees are covered by our group assurance policy. Where if you were to pass away whilst in our employment your named beneficiary will receive a tax-free lump sum.



Holiday Allowance

Each calendar year we offer all our full-time employees at least 24 days holiday, all the bank holidays and a days holiday for your birthday. Employees also have the opportunity to purchase additional holiday.



Cycle to Work Scheme

With an invested interest in our environment, our employees are offered a salary sacrifice scheme offering you the opportunity to purchase a bike and equipment to use with it.



Employee Assistance Programme

Employees have access to our employee assistance programme which helps support with financial and mental wellbeing.



Smokey's Treats

Smokey's Treats is an Employee Benefit Platform with thousands of savings through discounts or cashback on everything you could need; gym, food shops, clothes, holidays, technology the list is endless!



Electric and Hybrid Car Scheme

In 2024 we've launched our salary sacrifice car scheme. This means that depending on your individual circumstances you could lease an electric or hybrid car for a 2, 3 or 4 year lease and save hundreds of pounds on tax.



And if that's not enough...

- Discount on specific legal services
- Free fruit at our Evesham site
- Mortgage and pension advice
- Pension scheme (obviously) with a 5% contribution as standard and a 6% matched pension scheme available
- % off local Evesham food outlets
- % off MOT and servicing
- Employee award schemes with monetary awards and matched charity contributions
- Employee service awards with large one off payments to recognise our colleagues
- Various funded company parties and events
- Enhanced maternity and paternity leave
- Free health care benefit
- Opportunity for hybrid working dependent on role
- Purchase up to five days holiday
- Bonus and Incentive Schemes

Meet our directors



Scott Cochrane
Divisional Managing
Director



Fleur Carson
Managing
Director UK



Sharon Thomas
Director of Logistics
& Customer
Operations



Richard Allen
Director of
UK Sales



Gemma Hathway
Director of HR



Gavin Smith
Director of
Marketing



Matt Radburn
Director of
Finance



Since joining the business at the end of 2024, my well-thought-out onboarding has allowed me to quickly integrate into the company and contribute meaningfully. Karndean presents employees with challenges and responsibilities early on, reflecting a trust in our capabilities and a belief in empowering individuals to succeed. Continuous feedback has supported my development and contribution, which demonstrates Karndean's commitment to open communication and continuous improvement. The company is focused on building strong teams with the right talent and experience, and I have found that the business values expertise and diverse insights that add value to all parts of the organisation. The warm and positive feedback that I have received since joining the company reflects the supportive and encouraging work environment. I look forward to continuing my Karndean journey in this successful business with its genuine care for its people.

Sharon Thomas
Director of Logistics & Customer Operations



After over 9 years at Karndean I can honestly say it's the most rewarding organisation I've ever worked for. I'm immensely proud of the Marketing team and how they have developed over the last 7 years. We've seen Apprentices joining us straight from college and working their way up to Marketing Executive within 4 years. Marketing Executives have worked their way up to Senior Manager level, managing teams of 4 or 5 people, and becoming experts in their chosen field in the process."

Gavin Smith
Director of Marketing

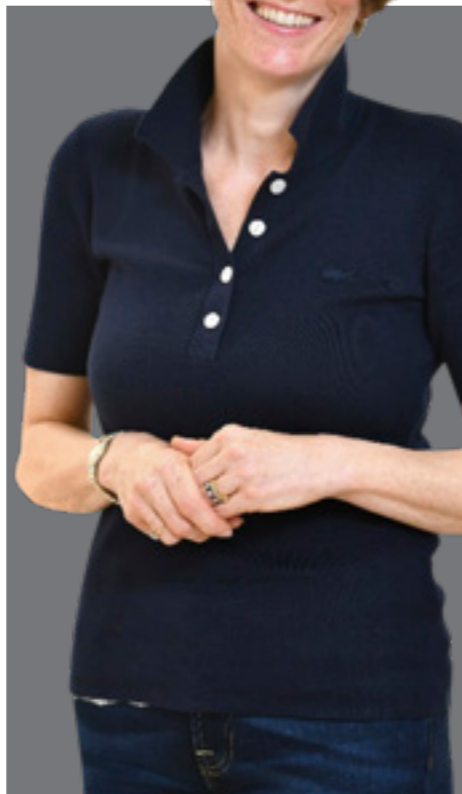




I have worked at Karndean for over 18 years starting as an Assistant Management Accountant back in 2006. The business is fast paced and an exciting place to work which is why I enjoy working here. Karndean has a strong record of supporting and encouraging staff development and I'm proud to have seen employees progress their careers and gain professional qualifications with the support of the business and encouragement from their peers. We have fostered a strong culture of continual development and have an excellent team of high performing individuals who always look to challenge and improve reporting and internal processes."

Matt Radburn
Director of Finance





Fleur Carson
Managing Director - UK

“

Mike and the family started a very special business in 1973 that has stayed true to its roots. The success of the Karndean business undoubtedly involves exceptional design, innovation in product, adoption of new technology, customer partnerships, and business strategy. But all of that is as good as useless without the hard work and dedication of the people that make it happen. Here at Karndean we foster the power of relationships. Collaboration, empathy and trust underpin our everyday interactions whether with colleagues or clients, and this allows individuals to flourish by untapping skills and developing new competencies. In turn, creativity and confidence grow as does the success that follows.”

Fleur Carson, Managing Director - UK

Finally... a message from our founder



When I started Karndean in 1973 I dreamt about what the company would look like 50 years into the future and without a doubt the reality has exceeded every dream and every expectation. From working out of the family home to now having offices around the world, employing over 500 talented people and our beautiful designs being in thousands of homes and businesses across the world, it is a humbling realisation that dreams really can come true with hard work and fantastic people around you.

I would like to say thank you to all the staff, past and present, who have made the last 50 years so enjoyable. We have reached this milestone because of the hard work and passion of every member of the Karndean family.

I suppose I never doubted we would achieve such things and outlast so many, while always surrounded by a team of champions who understand the pride a simply beautiful floor brings and who've always believed in the mission to make that pride affordable for all!"

Mike Walker, Founder



Mike Walker
Founder





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 Karndean Floors