

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...

Founded in Halesowen.
1973

Introduced LVT.
1987



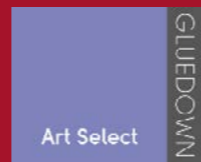
Da Vinci Launch
Traditional finishes combined with angled edges. Perfect if you're looking for a classic look. Smooth, slender planks and textured tiles have a timeless appeal.

1997



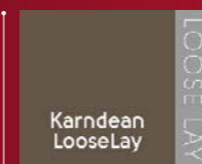
Van Gogh Launch
The character of real timber in a wide range of designs including distressed, reclaimed and limed wood textures.

2001



Art Select Launch
Our most intricate designs, including parquets and random panel limestones.

2006



Karndean LooseLay Launch
A new format of luxury vinyl flooring featuring a friction grip backing that holds the product in place.

2013



Kaleidoscope Launch
Making a statement with our new geometric floors.

2016



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.

2018



Commercial Clerkenwell showroom opened.

2022



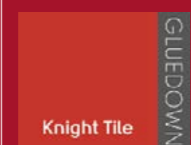
2023

1982

We launched in Melbourne, Victoria, Australia – our first steps towards becoming the global brand we are today.

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.



1998

Karndean USA founded.

2002

Karndean UK offices and showroom opened in Evesham.

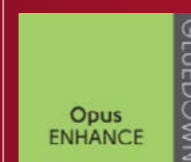


2008

75,000 SQ FT Bramley distribution centre opened in Evesham.

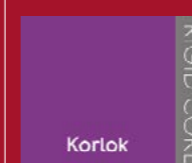
2015

Opus Enhance Launch
A collection of eight of our most popular Opus products designed specifically for use in commercial environments.



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.



2020

Training Academy launch.



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.



Much more to come...

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.

So... what's the plan?

Our aims

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.



Strategy

Position the Karndean and Palio brands to dominate each channel segment.



Mission

To be the most recognised and admired flooring brand, growing faster than the market.



Vision

We will create simply beautiful floors people will love for a lifetime.



Purpose

We believe in inspiring the world's interiors with exceptional craftsmanship.



I am proud to say that I have been in the Karndean business for 23 years, and what pleases me most is having witnessed the incredible growth in sales and the brand across the world, thanks to the collective efforts of everyone in the business and their buy-in to our culture and ethos."

Steve Curry
European Sales Director



Our
channels

Commercial

Have you ever visited a Matalan, Waterstones, National Trust, Center Parks, 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!



“

The success of our commercial team depends on our daily interactions with clients and colleagues, which help us build strong, long-lasting strategic relationships. By working closely together as a team and utilising each other's strengths our team thrives and together we achieve both our personal goals and deliver the Commercial strategy.”

Jonathan Goldsmith
Head of Commercial Sales





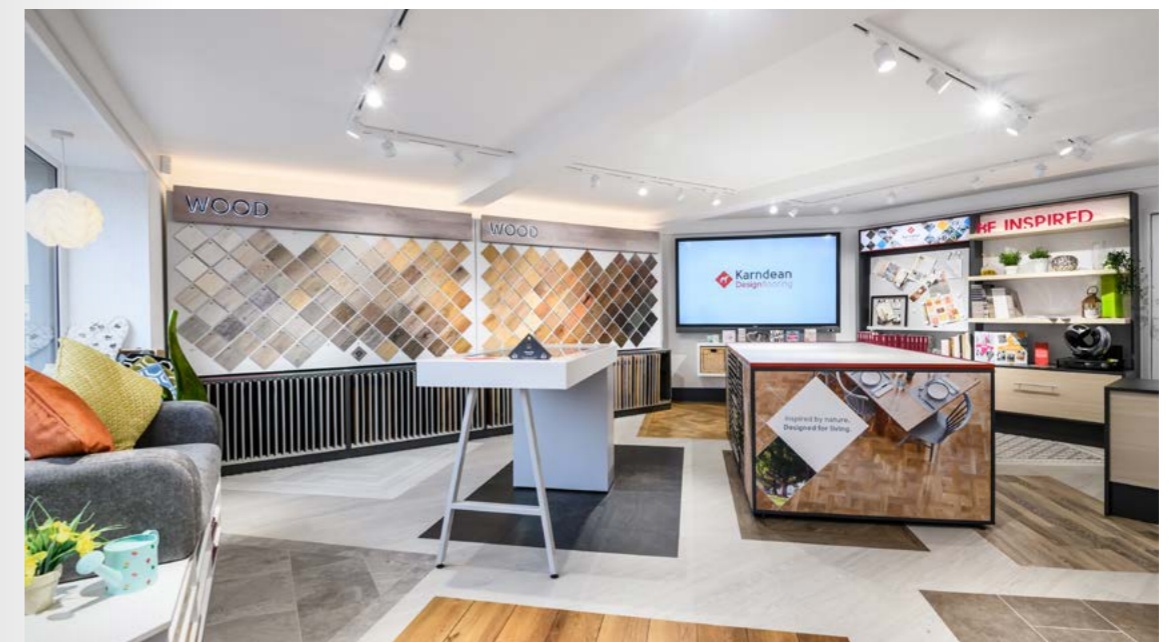
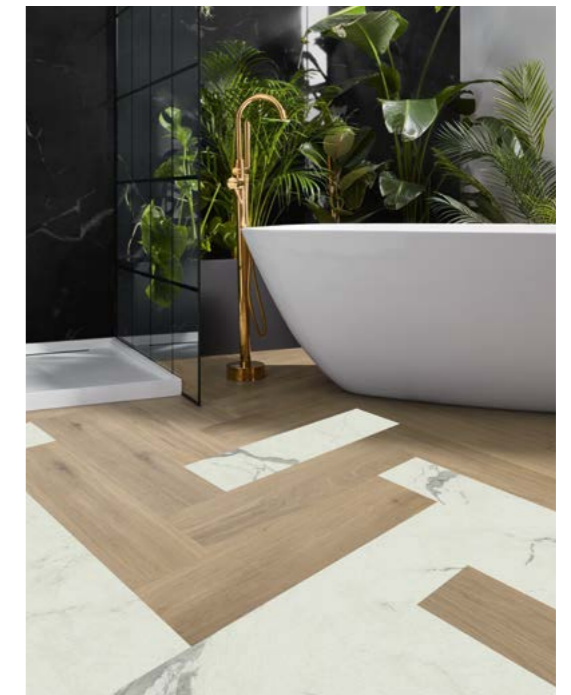
Karndean was always my first choice for luxury vinyl flooring. It was so hard to choose our favourite design!"

Olivia Bowen
TV Personality, 2020

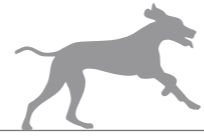


Retail

The homeowner has the choice of visiting over 2000 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!



Palio



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

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.



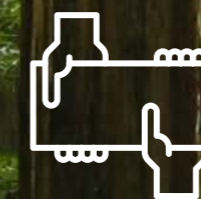
People
Matter



Positive
Energy



Pioneering
Spirit



Deliver the
Promise



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?

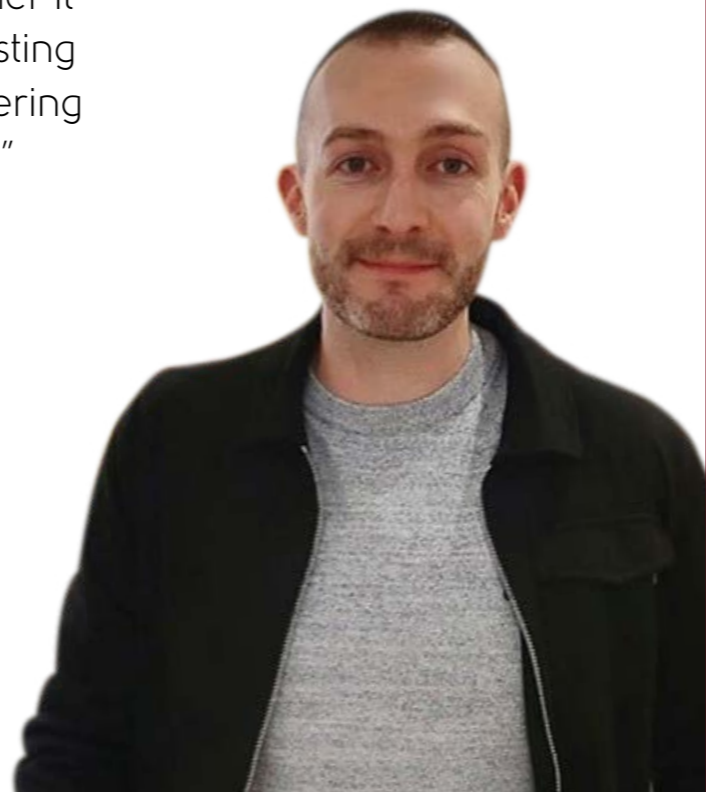
Pioneering Spirit is something that has always been instilled in me at Karndean; it's the shift towards thinking outside the box, rather than always doing the same thing in the same way.

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."

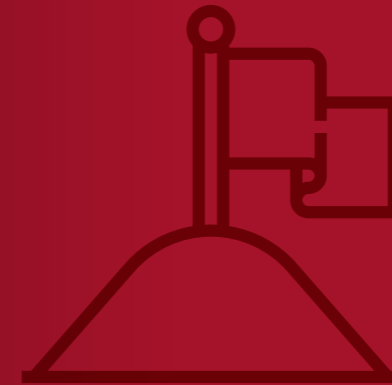
Adam Gilder

Financial Controller – UK



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.

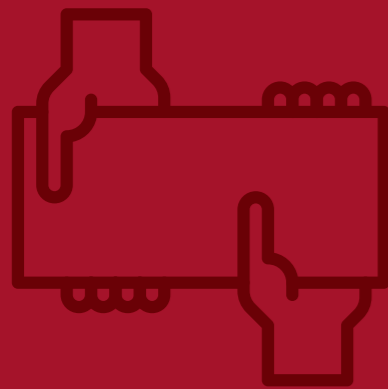
Not afraid to fail: it helps us learn and drive success.

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."

Rio Bryan
Design Sales Consultant





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

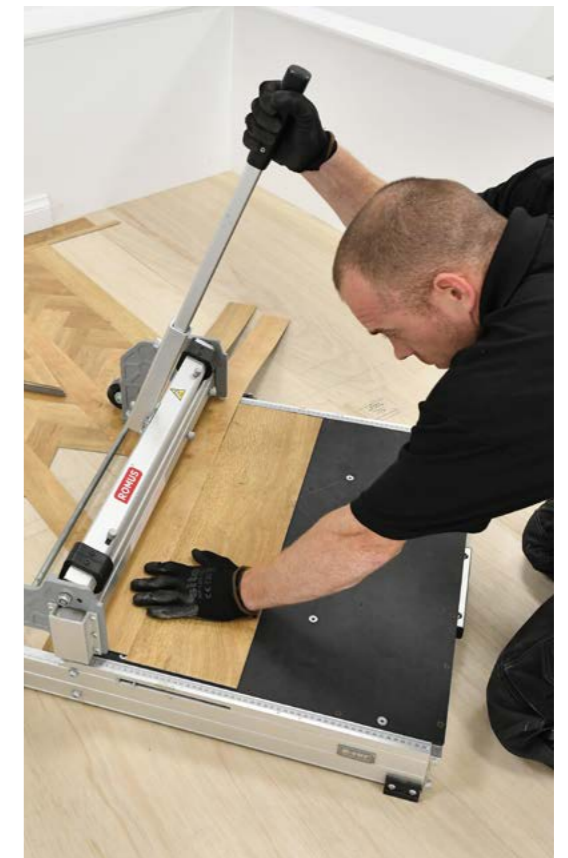
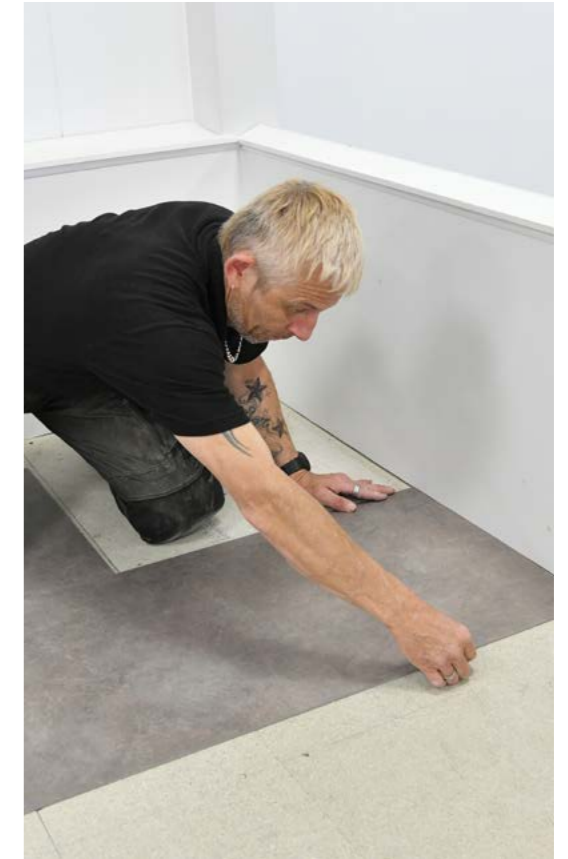
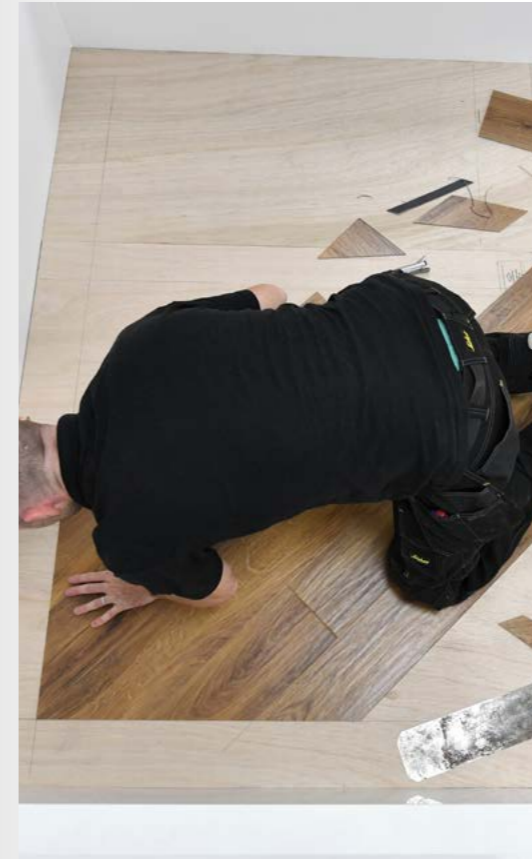


Our state of the art Karndean Training Academy has been designed to offer fitting courses and workshops for fitters and installers of all abilities. Whether a fitter is looking just to improve their skills, or learn more intricate laying techniques, we have a course to suit every level.

Not only do we use the academy to train floor fitters but also our employees in customer facing roles, so we can really bring our product to life when we are supporting our customers.

Based at our head office in Evesham, we have expert academy instructors and subfloor specialists who come in and help us to deliver the best hands on training. We have set courses, however, we also work with our skilled fitting instructors to create and deliver bespoke training packages.

The Training Academy has eight spacious, purpose-built installation bays, dedicated 10m² subfloor preparation area and open plan lecture space for group theory sessions.



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.



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



Jawad Ali

January 2024-present
Director of Digital

January 2017
Director of Strategy

July 2014
Head of Business Strategy

November 2011
Marketing Manager

October 2008
Business Analyst



Mark Horsburgh

January 2020-present
Commercial Specification
Manager – South West

June 2017-2020
New Business Development Support

May 2016-2017
Commercial Sales Co-Ordinator

Rebecca Bowers job timeline



2024 will mark my 14-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
Sept 2012 to March 2014

Retail Sales Coordinator
June 2010 to September 2012





Karndean recently celebrated its 50th anniversary, in the same year I achieved 15 years of service. I feel privileged to have been part of the team that has led our growth from a small family business to the leading floor coverings brand in the UK. From the very outset of my career, all the way through to the present day, I have been fortunate to have worked with inspiring leaders from across the business who have fostered an environment where talent is nurtured, empowerment to explore promising opportunities is granted, and success is recognised.”

Jawad Ali
Director of Digital



Jawad Ali
Director of Digital

Wellbeing & Community

Over £36k

donated to incredible charities in 2023.

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 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 well being.

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. In 2023 we entered into the Wolf Run.



Local Community

We are dedicated to working with the local and wider community to support a variety of initiatives. In 2023, we donated and raised £36,000 to incredible charities such as: The Trussell Trust, Caring Hands in the Vale, Papyrus suicide prevention charity, Evesham Adventure Playground, Children in Need and other worthy causes. We held our annual charity golf day, raising a fantastic £8,000 which was donated to Alzheimer's Research UK and the British Heart Foundation. We also combined some 50th anniversary celebrations with our Macmillan Coffee morning, raising £1,300.

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.

So what does the data show? Our total footprint is approximately 270,000 tonnes of carbon dioxide. But the footprint is split up in a very distinct way. In the UK, our emissions from natural gas and fuel use in company vehicles equates to about 350 tonnes of carbon dioxide emissions each year. Our emissions from electricity consumption have dropped by approximately 35% in 12 months, from 120 tonnes to 78 tonnes, following the introduction of solar panels at our Evesham operations.

Whilst it's important that we use renewable energy to provide electricity for our operations and reduce our

consumption of gas and fuel, to make a real difference on our climate impact we need to drive change in our supply chains through the materials used in the final product and the energy used to manufacture the products. Our products contribute more than 200,000 tonnes to the footprint. This is a key focus with our factories who we now assess on their sustainability performance against each of the six pillars under Karndean Evolve.

Jamie Shaw

Global Head of Sustainability



Confront climate change

Reducing our carbon footprint through energy efficiency and use of renewable energy. We are developing targets through the Science Based Targets initiative to reduce our emissions by at least 50% 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

Third-party certifications for environmental and social responsibility, including fair treatment and safe conditions for workers.

Education

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

Product impacts: Emissions

Global Product Annual Emissions : -200,000 tonnes Co²e



Data based on annual sales data and Environment Product Declarations (EPD) for each product line.

Equity, Diversity and Inclusion

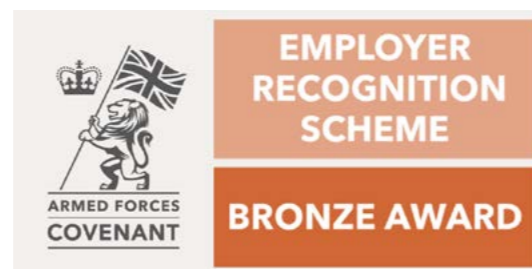


Under our value People Matter, Equity, Diversity and Inclusion (EDI) is something we're incredibly excited about at Karndean and in 2023 we created our first EDI employee resource group. The group is full of people who are passionate about continuing to grow the culture at Karndean to be inclusive, equitable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





Working for Karndean offers a variety of challenges and there is never a dull moment. The organisation is constantly looking and planning ahead and there are always a number of exciting initiatives and projects on the go, a number of which I am fortunate to be involved with. I love the team spirit, hard work and dedication throughout the company and the opportunities available as the business develops. Whilst it can be hard work and challenging at times, it is rewarding to see both the company and individuals grow and I am personally really excited about our new warehouse due for completion in 2024."

Richard Crook
Operations Director





Throughout my career I have looked for new opportunities to create value for the business and our customers. I am proud to have created teams around new areas of responsibility, such as the Strategy Team and most recently the Digital Team. These teams play an important role in liaising with the wider business, customers, suppliers, and the marketplace, which places insights at the heart of our business strategy. This enables us to stay a step ahead of our competitors, continuously improve our product and service offerings and provide superior customer experiences.”

Jawad Ali
Director of Digital



After over 7 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
Marketing Director





I have worked at Karndean for over 17 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
Finance Director





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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