



Future Industrial Services Ltd
Gender Pay Gap Report 2020



Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, with effect from 2017 private sector employers with over 250 employees are required to provide a snapshot of the pay differences between males and females in their workforce on 5 April each year.

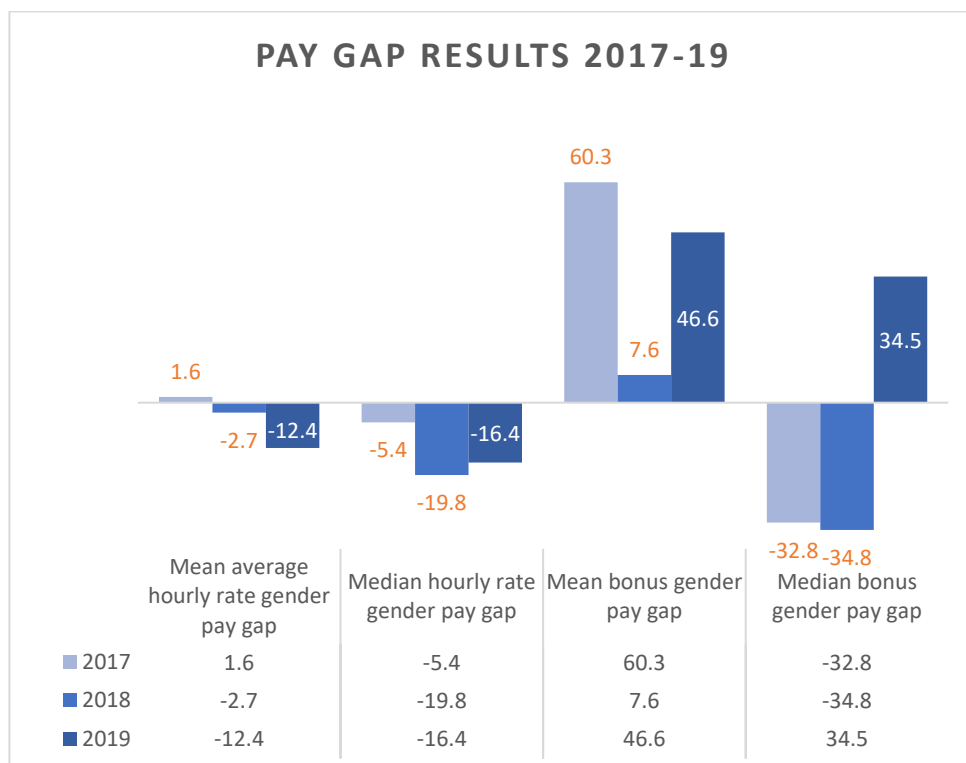
The information has to be reported to the government by 4 April the following year and published on the employer's own website. The information must incorporate the following calculations along with a written supporting statement:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus pay gap
- The median bonus pay gap
- The proportion of males receiving a bonus
- The proportion of females receiving a bonus
- The proportion of males and females in each quartile pay band

The figures in this statement are from the snapshot of pay data taken on 5 April 2019; they were calculated using the mechanisms set out in the gender pay gap legislation and are accurate in accordance with company records.

Results

Mean and Median Gender Pay Gap

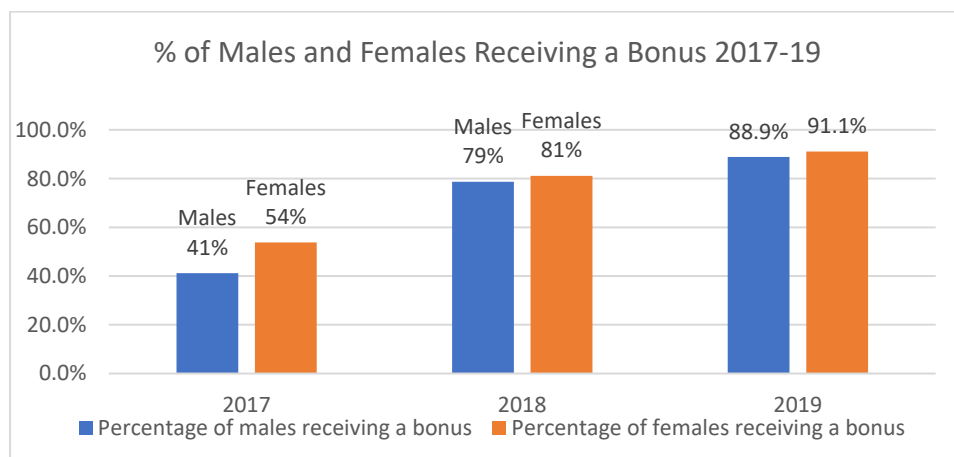


Definitions

- **Mean gender pay gap:** The "Mean" is the average so this is the % difference between the average hourly rate of pay of male and female employees as at the reporting date.
- **Median gender pay gap:** The "Median" is the middle figure in a list when all figures are listed lowest to highest. E.g. in a list of 15 figures listed lowest to highest, the 8th one in the list would be the median. The pay gap is the % difference between the median hourly rates of pay of male and female employees as at the reporting date.
- **Mean bonus gender pay gap:** The % difference between the average bonus paid to male and female employees during the reporting year.
- **Median bonus gender pay gap:** The term "Median" is defined above. This is the % difference between the median bonus pay paid to male and female employees during the reporting year.
- **+ or - results:** A result above 0% means that the pay or bonus of males is higher than that of females; while a result below 0% means that the pay or bonus of females is higher than that of males.

Bonus Payments

The proportions of male and female relevant employees who received a bonus during the relevant period.



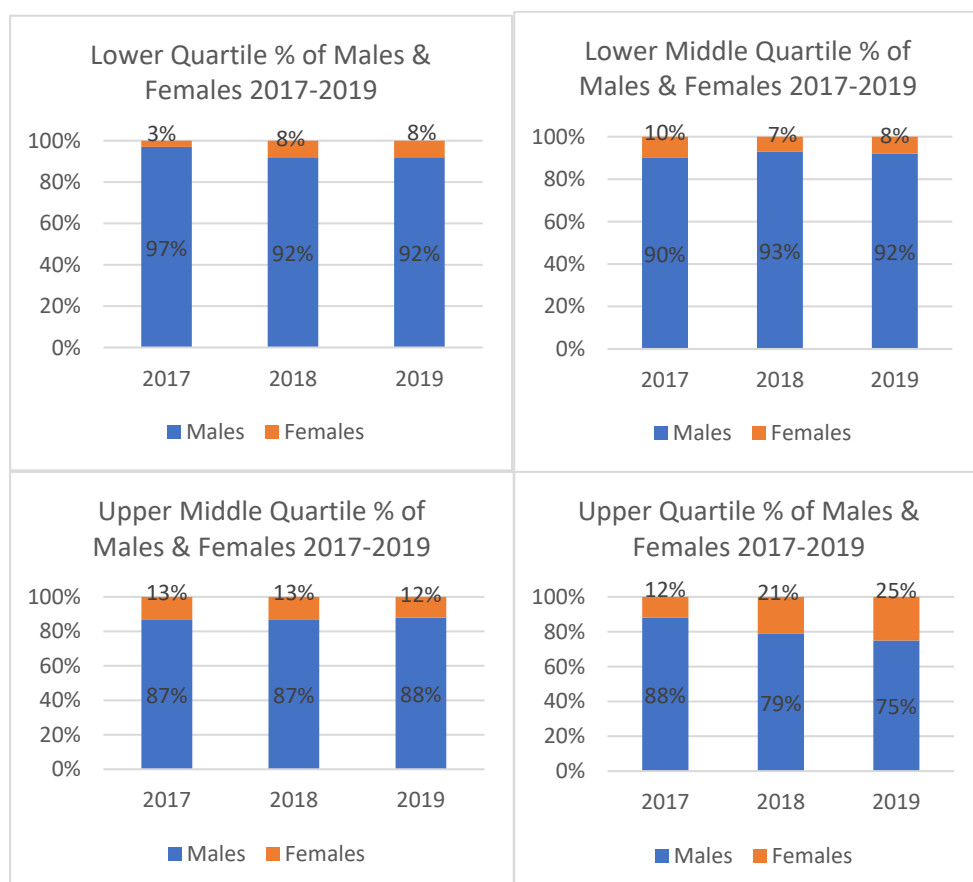
Definitions

Bonuses: A bonus is a payment that is made on top of an employee's wages or salary in the form of money or another financial payment related to profit sharing, performance or commission and does not include overtime or redundancy payments.

In Future Industrial Services Ltd all employees are eligible to earn a bonus that is linked to their personal performance as well as Company and Divisional performance during the year.

Quartile Pay Bands

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.



Definitions

Quartiles: The basic hourly rate of pay is calculated for each employee. The employees are then listed by their basic hourly rate of pay from the lowest to the highest.

The list is divided into four sections of employees, each of equal size.

As at 5 April 2019 Future Industrial Services Ltd has 332 employees which is divided into four quartiles of 83 employees each.

The comparisons here show the proportion of males and females in each quartile from 2017 to 2019.

We have included details of the proportion of males and females within the whole Company. This was not required information but has been included for reference and comparison purposes.

In 2017 the proportion of males to females in the whole Company was 91% to 9%. In 2018 the percentage of females in the business had risen to 12% and further improved to 14% in 2019.

Declaration

I confirm that the information provided in this report is accurate in accordance with Company records. I further confirm that the calculations have been made in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read "G Elliot".

Gary Elliot, Group HR Manager

Chief Executive's Perspective – David Lusher

I am very pleased to see that the proportion of female employees within the Company has risen from 9% in 2017 to 14% in 2019, while the proportion of females in the Upper pay band quartile has risen from 12% to 25%. As a result of these improvements in our gender profile, we continue to have a negative gender pay gap for 2019 with the average hourly rate of pay for female employees now 12.4% higher than the average for male employees.

I am equally pleased that the percentage of employees qualifying for a bonus in 2019 rose to 90% with slightly more females receiving a bonus than males.

Despite the excellent progress made so far, we can still improve the number of females in senior positions within the company. We will continue our policy of attracting females into operational and managerial positions and continue to offer development across the board to help ensure that female employees are well represented at the top of the business and feature strongly in our succession planning for the future.

A handwritten signature in black ink, appearing to read "David Lusher".

David Lusher, CEO

