



Future Industrial Services Ltd  
Gender Pay Gap Report 2021



## Legislative Requirements

Gender pay gap regulations were introduced in 2017 and require private sector employers with over 250 employees to provide a snapshot of the pay differences between males and females in their workforce on 5 April each year.

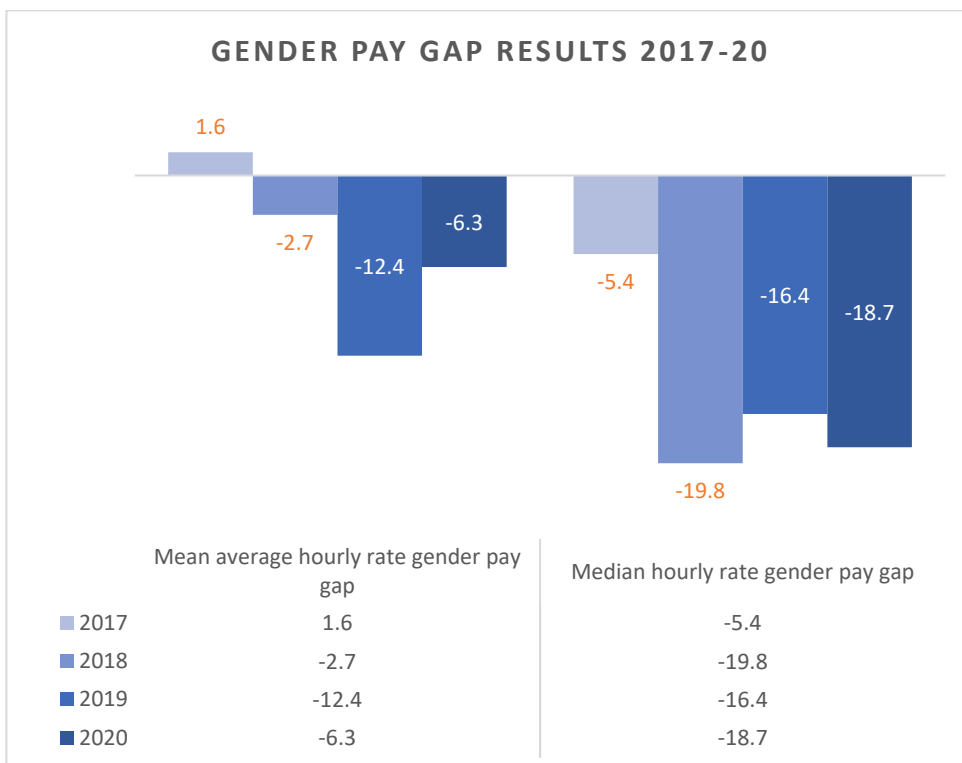
The information has to be reported to the government by 5 April the following year and published on the employer’s own website. The information must incorporate the following calculations along with a written supporting statement:

- The mean and median gender pay gap based on the hourly rates of pay as at the reporting date
- The mean bonus and median bonus pay gap based on bonuses awarded in the 12 months leading up to the reporting date
- The proportion of males and 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 2020;

## Results

### Mean and Median Gender Pay Gap



### Definitions

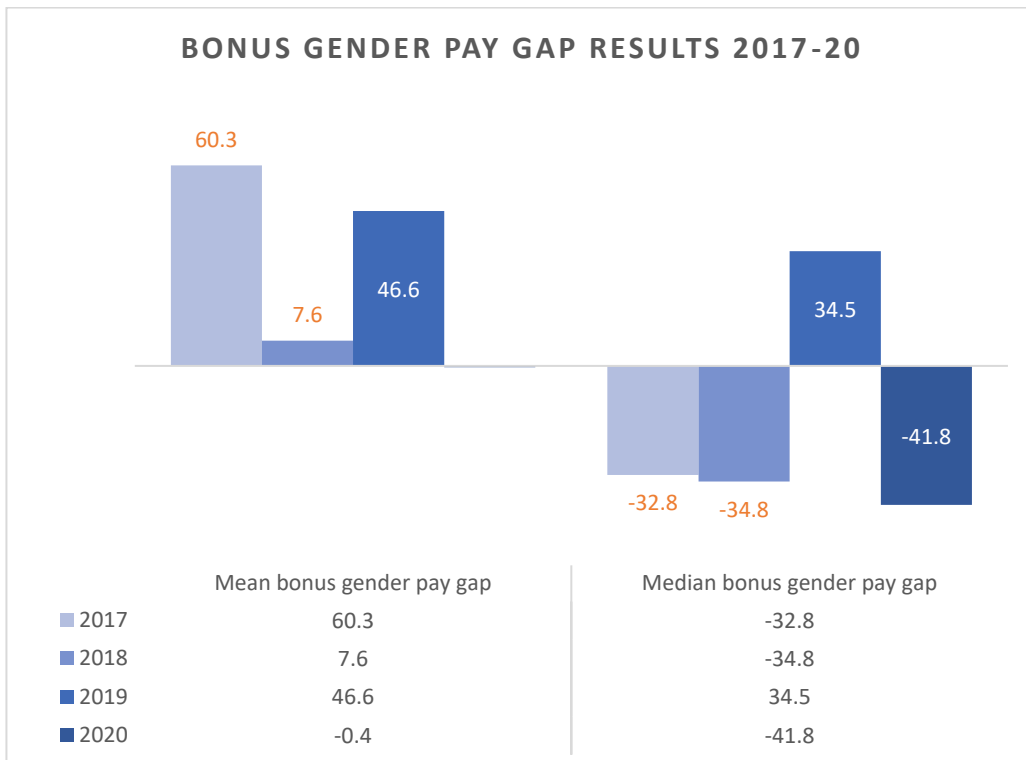
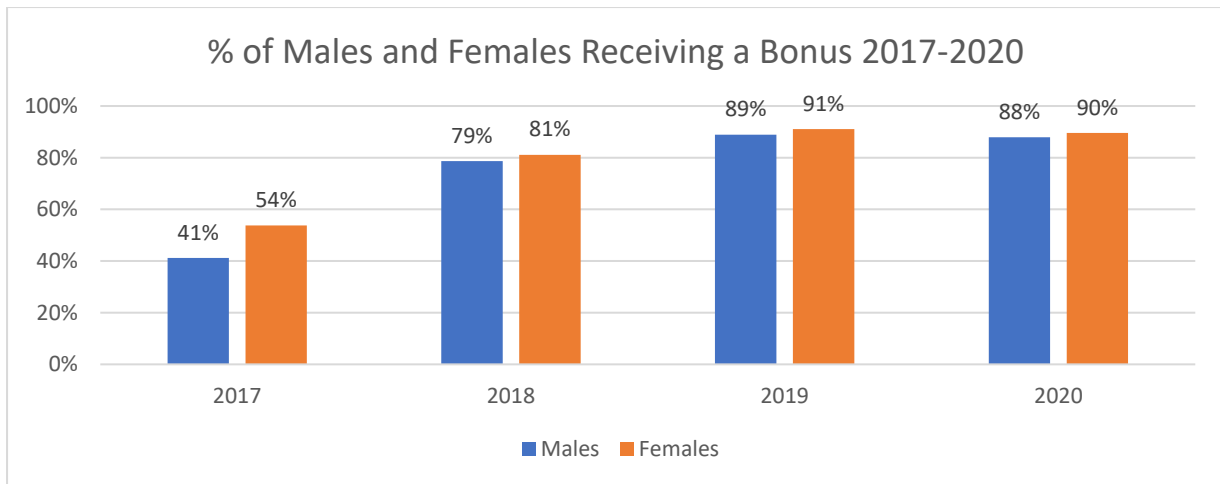
**Mean gender pay gap:** The “Mean” is the average so this is the % difference between the average hourly rate of pay of male and female employees as at the reporting date.

**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 8<sup>th</sup> 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.

**+ 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

All employees of Future Industrial Services Ltd are eligible to earn a bonus that is linked to their personal performance as well as Company and Divisional performance during the year. The proportions of male and female relevant employees who received a bonus during the relevant period.



### Definitions

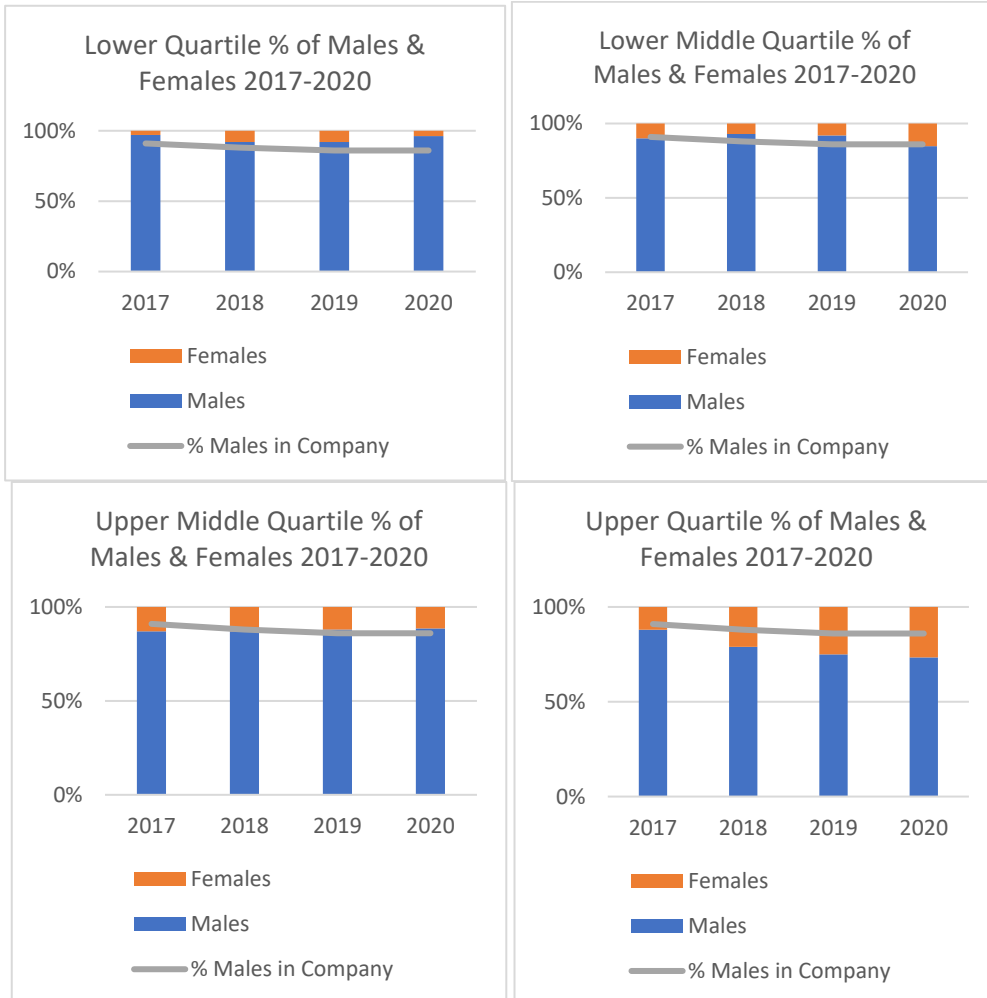
**Bonuses:** A bonus is a payment that is made on top of an employee's wages or salary in the form of money or another financial payment related to profit sharing, performance or commission and does not include overtime or redundancy payments.

**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.

## 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 (quartiles) of employees, each of equal size.

The comparisons here show the proportion of males and females in each quartile from 2017 to 2020.

The line across the charts shows the % of males within the whole Company. This is not required information but has been included for reference and comparison purposes.

The charts demonstrate that the % of females to males has increased slightly year on year with a marked increase in the % of females in the Upper Quartile.

## 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.



Gary Elliot, Group HR Manager

## Chief Executive's Perspective – David Lusher

Over the past few years we have made efforts to improve the number of females in managerial positions within the company and to improve recruitment, development and retention of female employees across the board. As a result the proportion of females in the Upper pay band quartile has risen again from 25% in 2019 to 27% in 2020. This compares favourably with 14% female employees across the company.

Our Gender Pay Gap demonstrates that the basic pay of female employees within the Company is still higher than male employees. However, the gap has narrowed from -12.4% in 2019 to -6.3% in 2020 so we must continue to apply these policies:

- Job vacancies are published on our website to encourage internal as well as external applicants
- Job adverts are gender neutral and will invite female applications where under-represented in our workforce
- Males and females in similar roles receive equal pay, ensuring that part-time employees are not disadvantaged
- Succession planning will maximise the use of managerial and technical apprenticeships to develop and prepare female employees for future promotions
- All new mothers will receive six months of company maternity pay
- Flexible working requests are viewed positively

It is believed these policies will help attract 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 continue to feature strongly in our succession planning for the future.

A handwritten signature in black ink that reads "David Lusher".

David Lusher, CEO