



Future Industrial Services Ltd
Gender Pay Gap Report 2022



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.

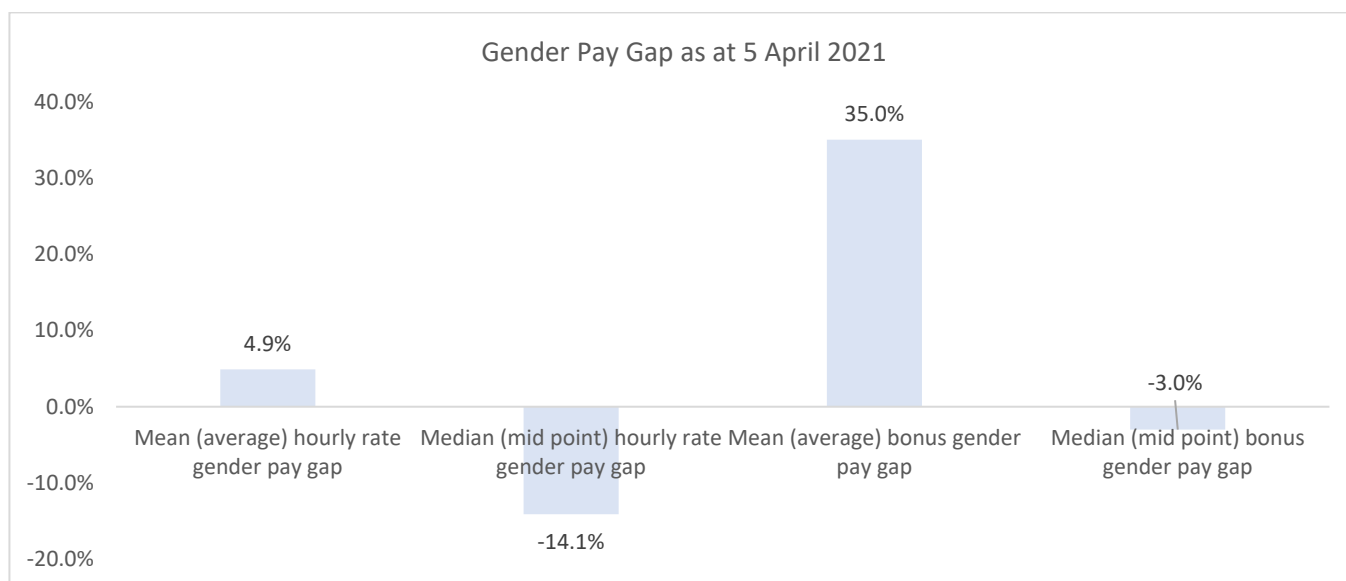
The information has to be reported to the government by 5 April the following year and published on the employer's own website. The information must incorporate the following calculations along with a written supporting statement:

- 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 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 2021.

Results

2021 Gender Pay Gap Snapshot



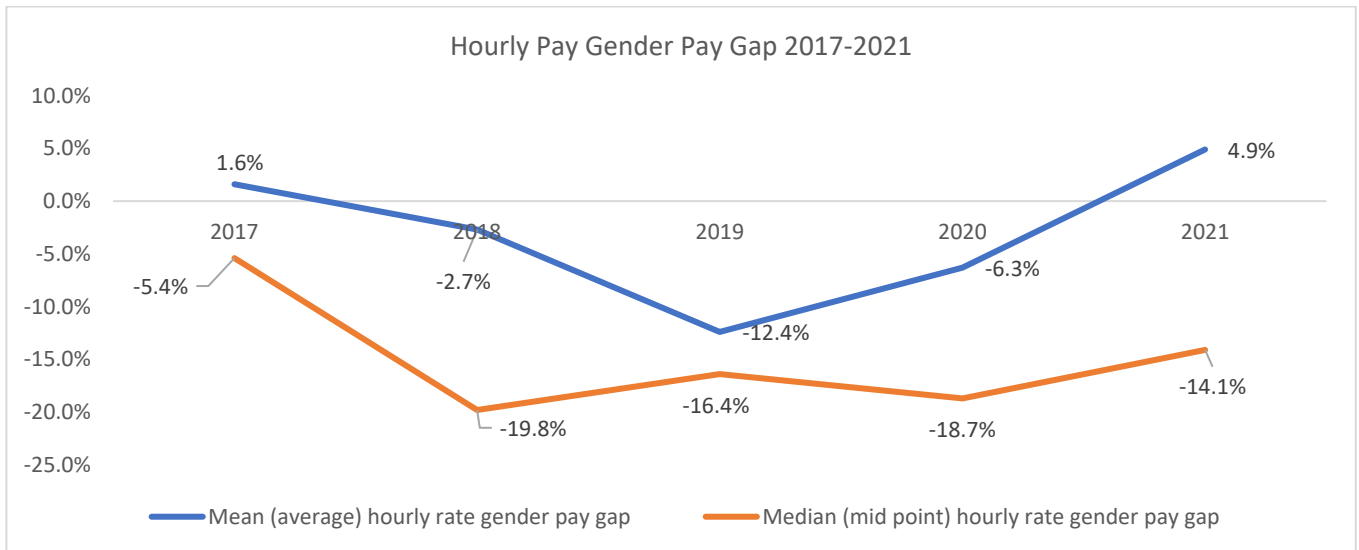
Definitions

Mean gender pay gap: The "Mean" is the average so this is the % difference between the average hourly rate of pay (or bonus) 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 (or bonuses) 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.

2017-2021 Gender Pay Gap Comparison

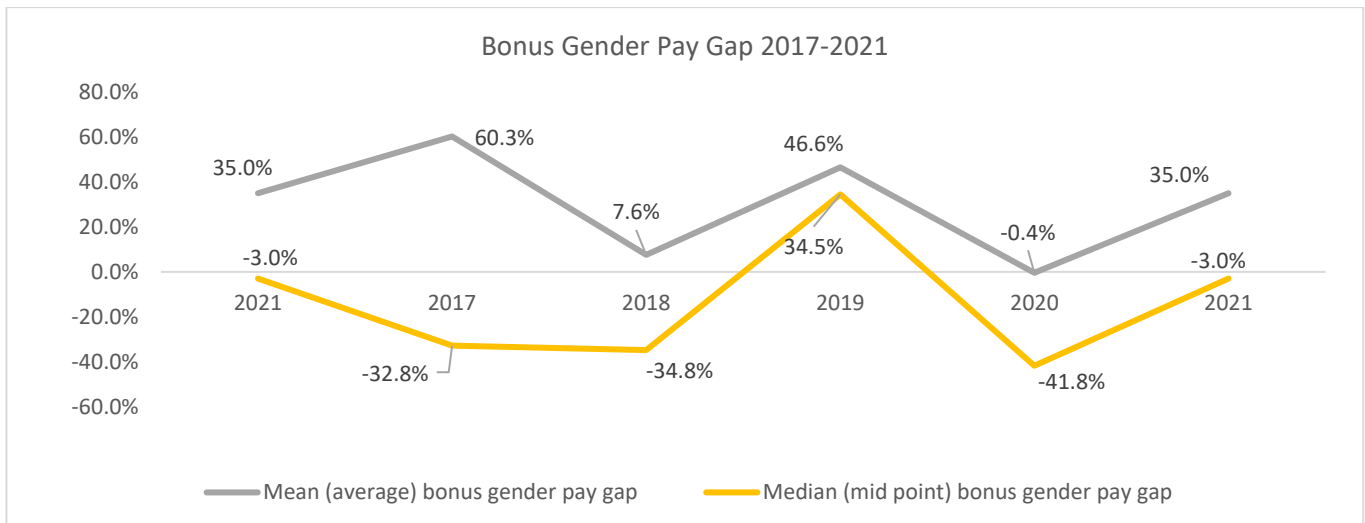


As can be seen from the above chart, both our mean and median pay gaps have been below 0 for the previous three years i.e. our female employees have received a higher average basic hourly rate of pay than our male employees. However, as at the snapshot date 5 April 2021, this has changed giving a small difference in favour of the male employees. There were a few employees on maternity leave and a small number who were furloughed; these are not full-pay relevant employees and therefore are not counted within the snapshot and it is believed that this has affected the overall results.

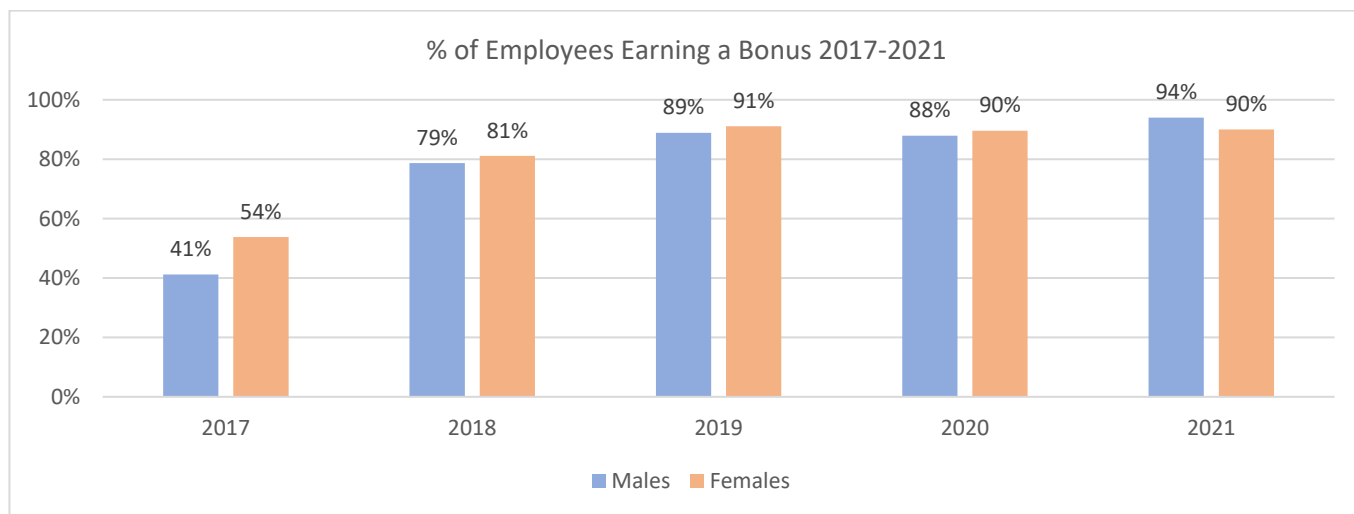
Bonus Payments

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.

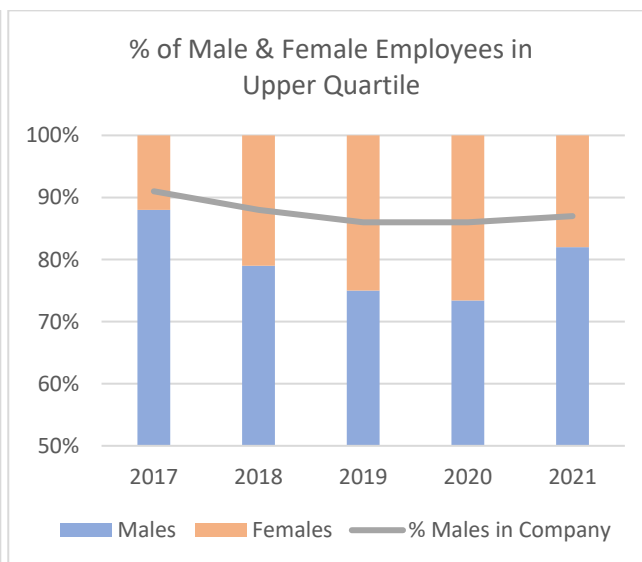
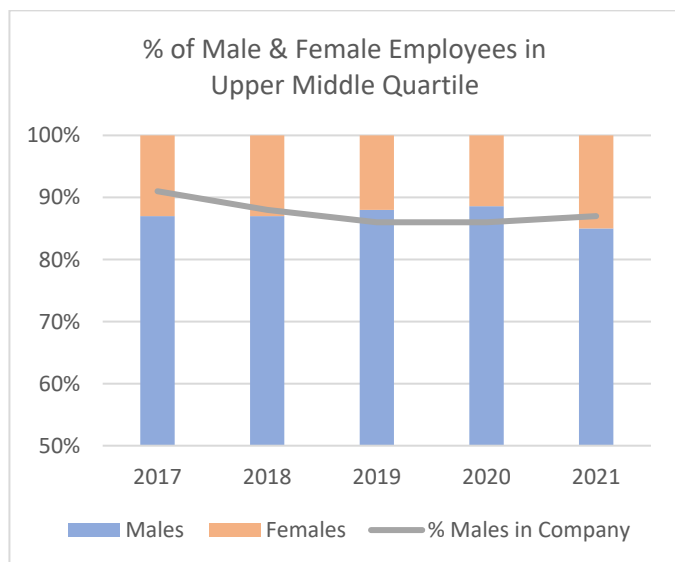


All employees of Future Industrial Services Ltd are eligible to earn a bonus that is linked to their personal performance as well as Company and Divisional performance during the year. The proportions of male and female relevant employees who received a bonus during the relevant period.



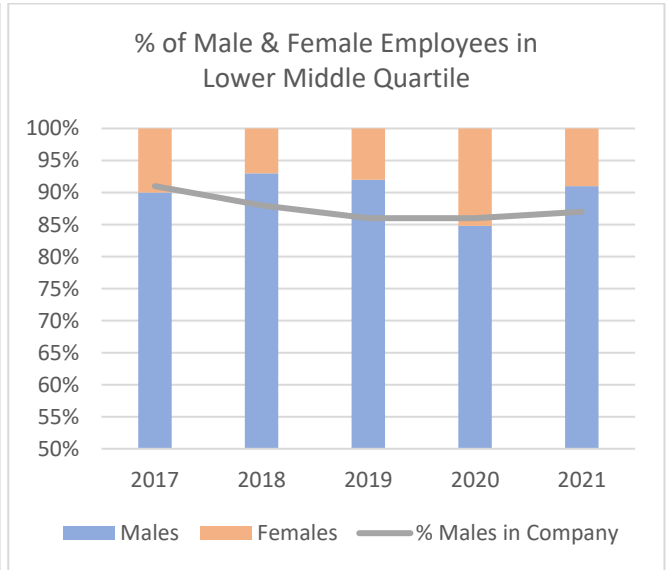
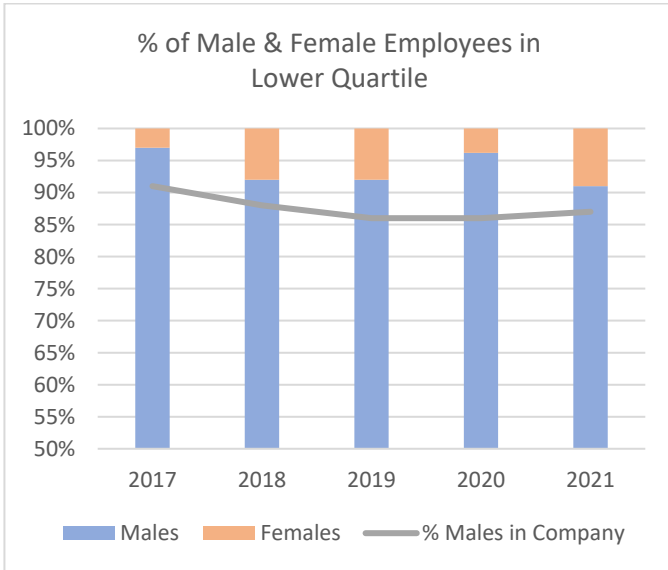
Quartile Pay Bands

The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands. The line in the chart shows the percentage of males in the company as a whole for comparison purposes. From the charts it is clear that the percentage of females in the upper middle and upper quartiles remains higher than the percentage of females in the company.



Definitions

Quartiles: The basic hourly rate of pay is calculated for each employee. The employees are listed by their basic hourly rate of pay from the lowest to the highest. The list is then divided into four equal sized pay bands, which are called quartiles. From there we can calculate the % of male and female employees in each 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

Whilst our gender pay gap has risen above 0% for the first time in four years, it is encouraging to see that the percentage of females in the upper quartiles is still higher than the percentage of female employees in the business as a whole. It is noted, however, that the overall headcount of female employees has dipped in relation to the number of male employees. For this reason we must redouble our efforts to be a workplace that attracts, develops and retains female talent through policies aimed to level the playing field:

- We will ensure that job adverts are gender-neutral, avoiding masculine job titles and terminology.
- Job vacancies will be widely publicised with increased use of social media to broaden the reader-base and we will encourage female applicants where they are under-represented in our workforce.
- We will ensure that males and females in similar roles receive equal pay and equal bonus schemes, ensuring that part-time employees are not disadvantaged.
- Succession planning will identify more females with potential for development offering managerial and technical qualifications and apprenticeships to develop and prepare them for future promotions.
- All new mothers will receive six months of company maternity pay on top of the statutory maternity pay.
- We will ensure that flexible working requests are viewed positively which will encourage more female applicants and help valued employees to return to work after maternity leave.

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

David Lusher
CEO