



Future Industrial Services Ltd
Gender Pay Gap Report 2023



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 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:

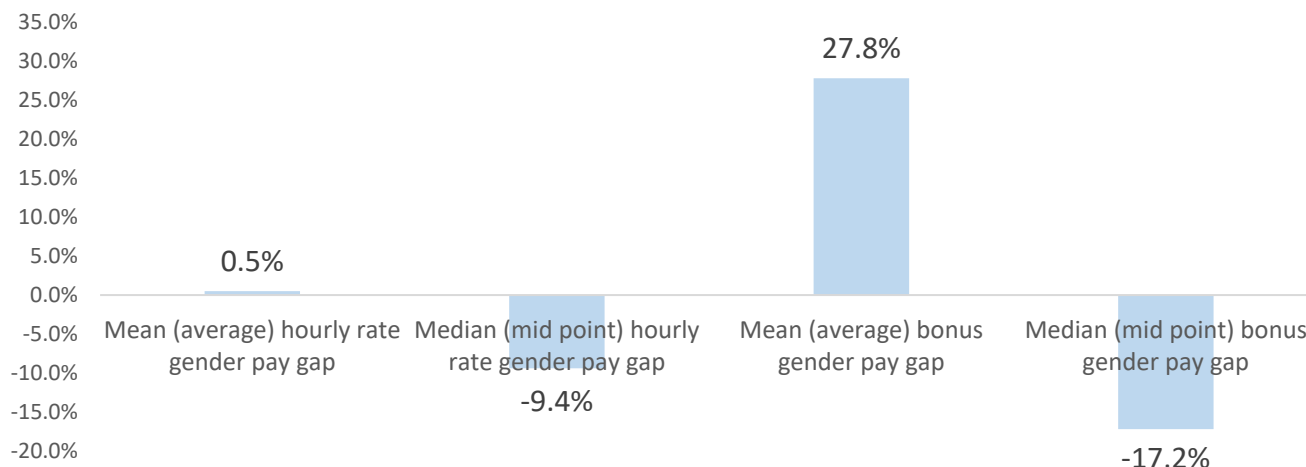
- The mean and median gender pay gap based on the hourly rates of pay as at the reporting date
- The mean bonus and median bonus pay gap based on bonuses awarded in the 12 months leading up to the reporting date
- The proportion of males and females receiving a bonus
- The proportion of males and females in each quartile pay band

The figures in this statement are from the snapshot of pay data taken on 5 April 2022, at which time Future Industrial Services Ltd (FIS) had 255 relevant employees and 248 full pay relevant employees*.

Results

2022 Gender Pay Gap Snapshot

Gender Pay Gap as at 5 April 2022



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.

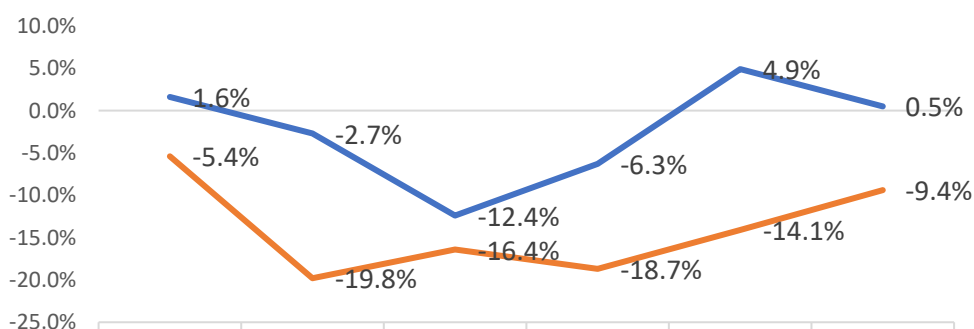
Median gender pay gap*: The "Median" is the middle figure in a list when all figures are listed lowest to highest. E.g. in a list of 15 figures listed lowest to highest, the 8th one in the list would be the median. The pay gap is the % difference between the median hourly rates of pay (or bonuses) of 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.

*Full definitions of what must be reported, who to include in each calculation and the calculation methods are available on the Government website: <https://www.gov.uk/guidance/the-gender-pay-gap-data-you-must-gather>

2017-2022 Gender Pay Gap Comparison

Hourly Pay Gender Pay Gap 2017-2022



	2017	2018	2019	2020	2021	2022
— Mean (average) hourly rate gender pay gap	1.6%	-2.7%	-12.4%	-6.3%	4.9%	0.5%
— Median (mid point) hourly rate gender pay gap	-5.4%	-19.8%	-16.4%	-18.7%	-14.1%	-9.4%

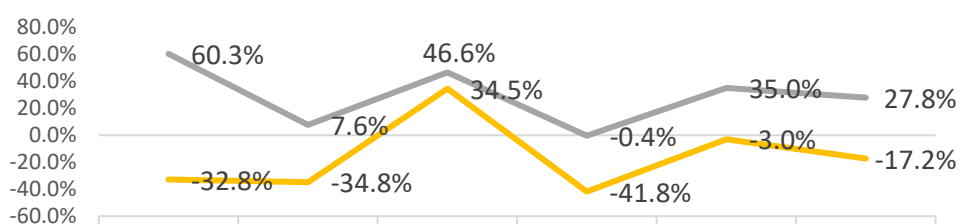
As can be seen from the above chart, our mean and median pay gaps have both improved on 2021 figures with mean pay being almost equal between males and females. With furlough and maternity leave having a lesser impact on the employees who are included in the comparison, it is believed this year is a more accurate representation of the pay gap within FIS.

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.

Bonus Gender Pay Gap 2017-2022

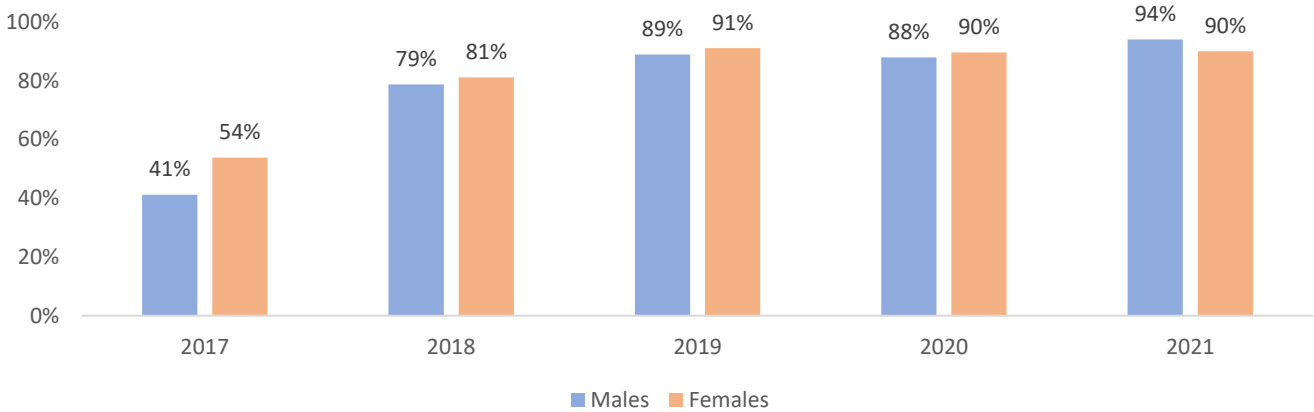


	2017	2018	2019	2020	2021	2022
— Mean (average) bonus gender pay gap	60.3%	7.6%	46.6%	-0.4%	35.0%	27.8%
— Median (mid point) bonus gender pay gap	-32.8%	-34.8%	34.5%	-41.8%	-3.0%	-17.2%

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 chart below shows the proportions of male and female relevant employees who received a bonus during the relevant period.

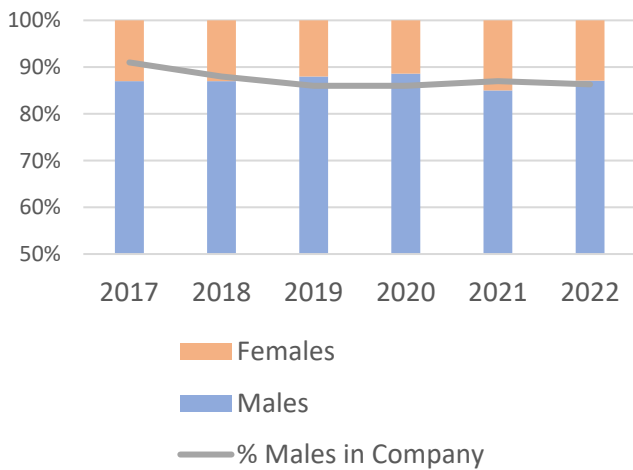
% of Employees Earning a Bonus 2017-2021



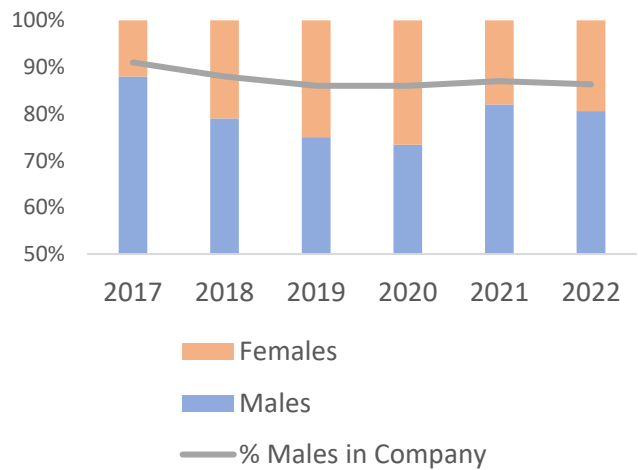
Quartile Pay Bands

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 and is included for comparison purposes. From the charts it is clear that the percentage of females in the upper quartile remains higher than the percentage of females in the company.

% of Male & Female Employees in Upper Middle Quartile



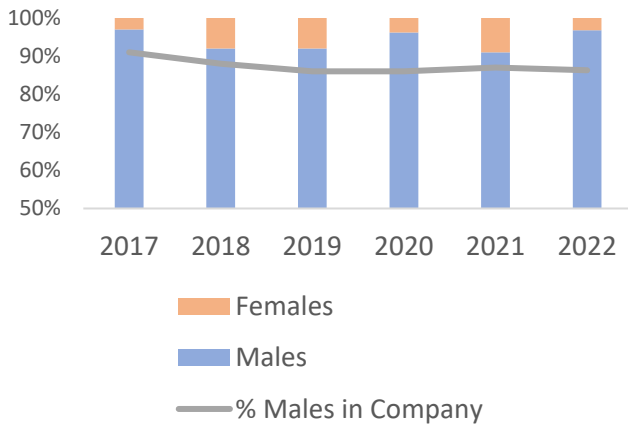
% of Male & Female Employees in Upper Quartile



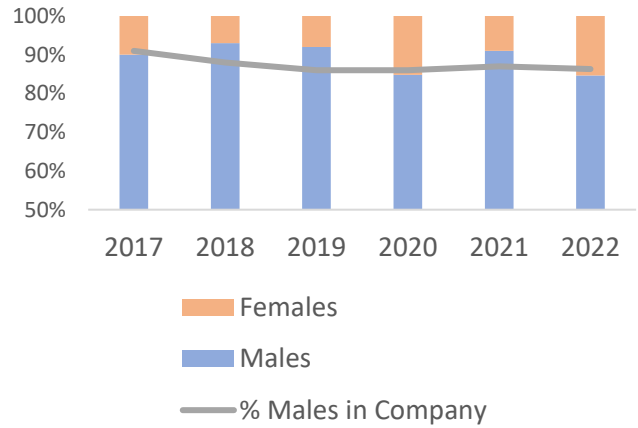
Definitions

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.

% of Male & Female Employees in Lower Quartile



% of Male & Female Employees in Lower Middle 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

I am really encouraged and pleased to note that our hourly pay gender pay gap has reduced to reflect almost equal pay across males and females within the business. I am also encouraged to see that the trend shows an increasing percentage of female employees within FIS in what is, historically, a male-dominated industry and am delighted to report that within the reporting period two more females have earned promotion into operational management roles. I congratulate them both on their achievement and wish them continued success. I can also report that the number of part time employees has increased by over 50% as we support valued employees returning from maternity leave to stay with the business, retaining their knowledge and expertise.

I believe these are clear indicators that our gender-neutral policies aimed at supporting and developing both males and females are working well and paying dividends. As with last year, we will continue our efforts to be a workplace that attracts, develops and retains female talent through these policies:

- 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 employees to return to work after maternity leave.

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

David Lusher
Chief Executive Officer