



Future Industrial Services Ltd
Gender Pay Gap Report 2025



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.

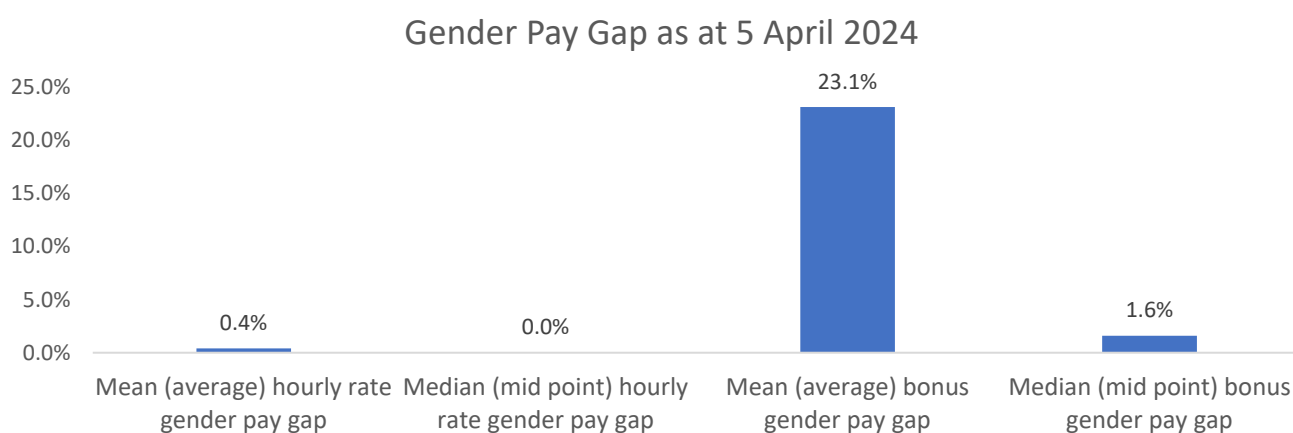
The information has to be reported to the government by 4 April the following year and published on the employer’s own website. The information must incorporate the following calculations along with a written supporting statement:

- 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 2024, at which time Future Industrial Services Ltd (FIS) had 284 relevant employees and 280 full pay relevant employees*.

Results

2024 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.

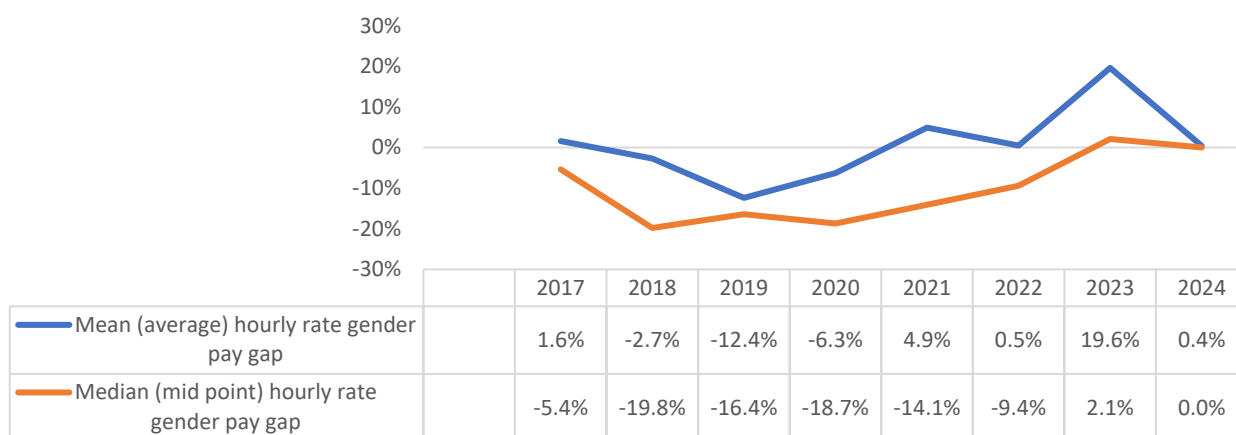
Median gender pay gap*: The “Median” is the middle figure in a list when all figures are listed lowest to highest. E.g. in a list of 15 figures listed lowest to highest, the 8th one in the list would be the median. The pay gap is the % difference between the median hourly rates of pay (or bonuses) of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

*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>

2017-2023 Gender Pay Gap Comparison

Gender Pay Gap 2017-2024



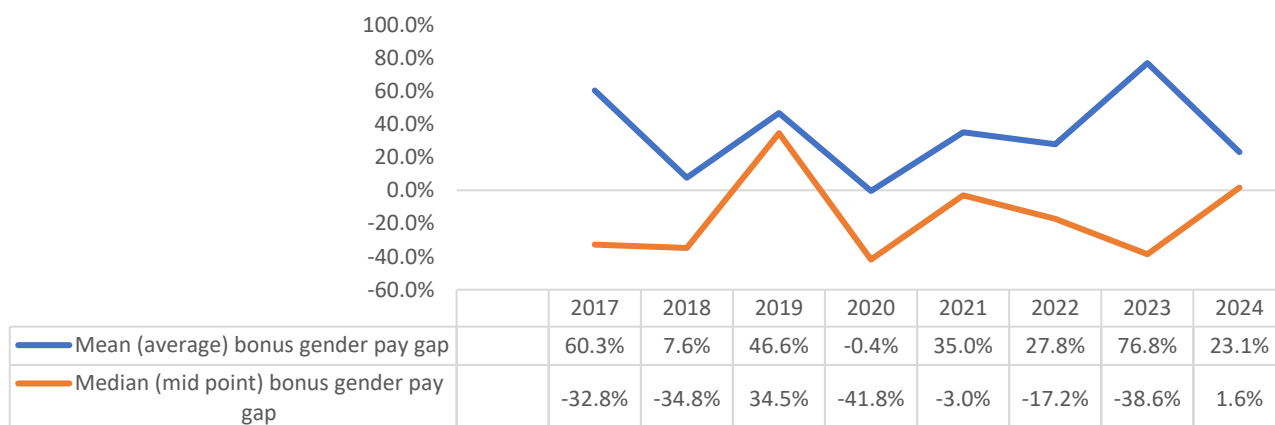
Note: 2023 data incorporates one-off bonuses that were paid to senior management on the sale of FIS Ltd.

Bonus Payments

Definitions

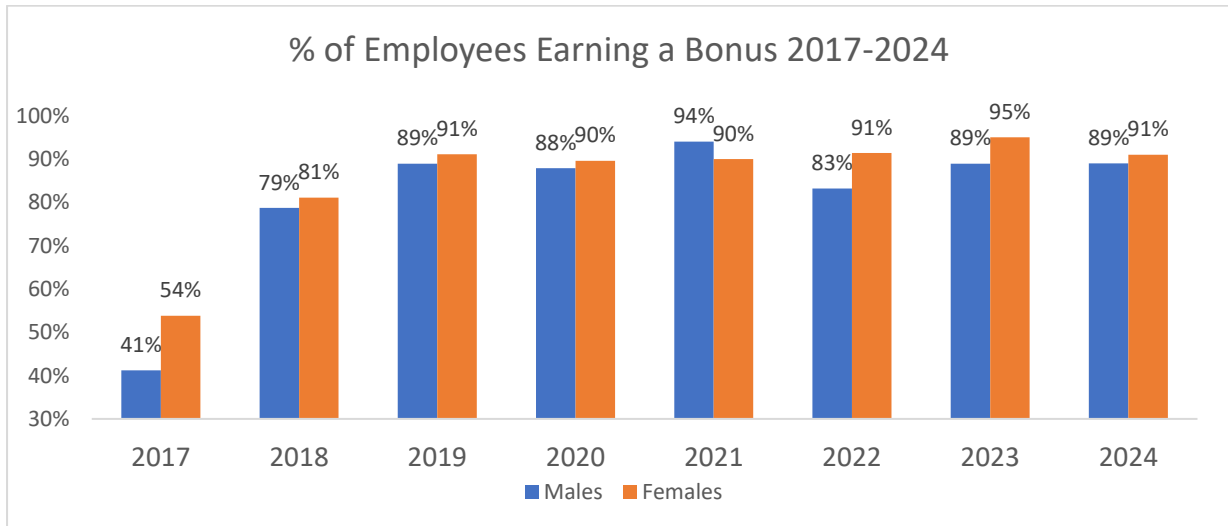
Bonuses: A bonus is a payment that is made on top of an employee's wages or salary in the form of money or another financial payment related to profit sharing, performance or commission and does not include overtime or redundancy payments.

Bonus Gender Pay Gap 2017-2024



All employees of Future Industrial Services Ltd are eligible to earn a bonus that is linked to their personal performance as well as Group and Divisional financial performance during the year. 2023 data incorporates one-off bonuses that were paid to senior management on the sale of FIS Ltd.

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

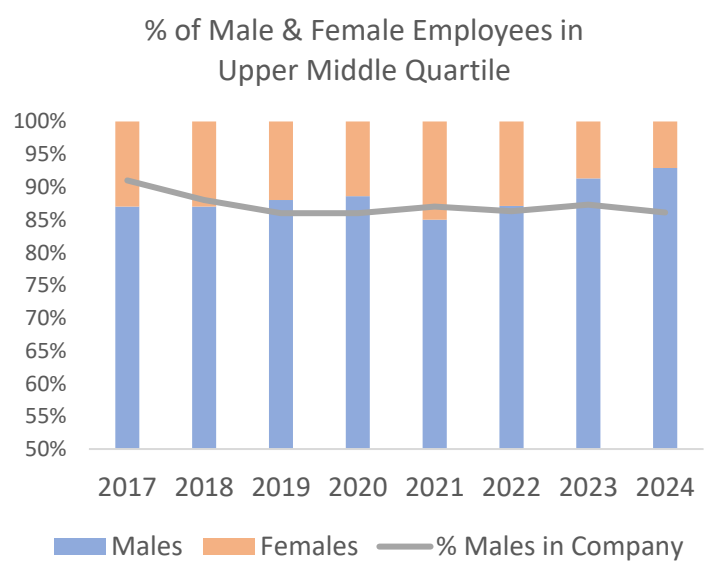
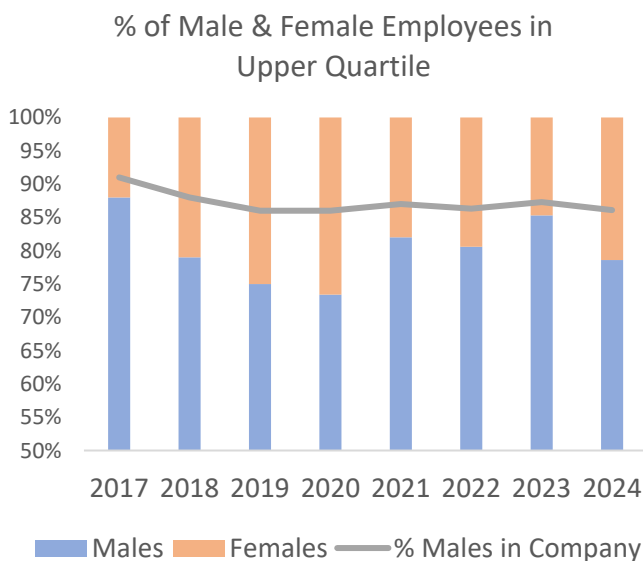


Quartile Pay Bands

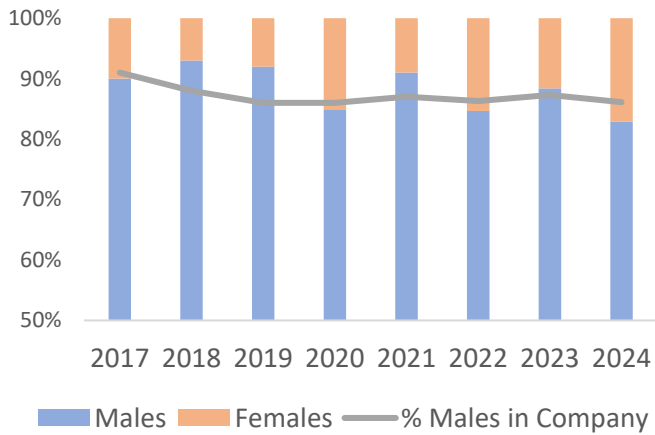
Definitions

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.

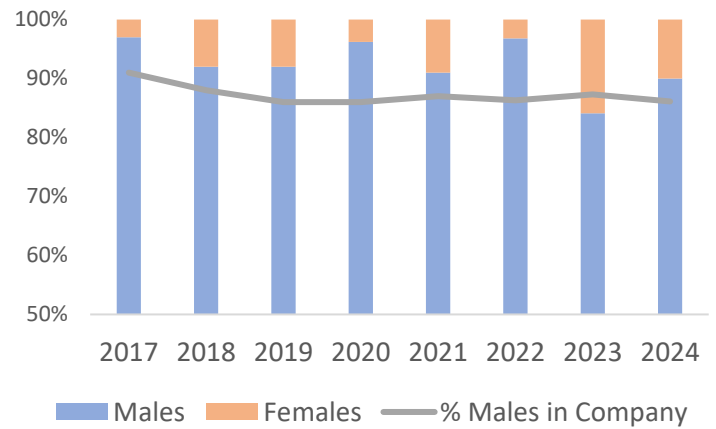
The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands. The line in the chart shows the percentage of males in the company as a whole and is included for comparison purposes. The number of females employed in the business is the same as the previous year whereas the number (and percentage) of males has increased. However, the percentage of females in the upper quartile remains higher than the percentage of females in the company as a whole.



% of Male & Female Employees in Lower Middle Quartile



% of Male & Female Employees in Lower 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
Head of HR
Future Industrial Services Ltd