



Future Industrial Services Ltd Gender Pay Gap Report 2026



Legislative Requirements

Gender Pay Gap (GPG) 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.

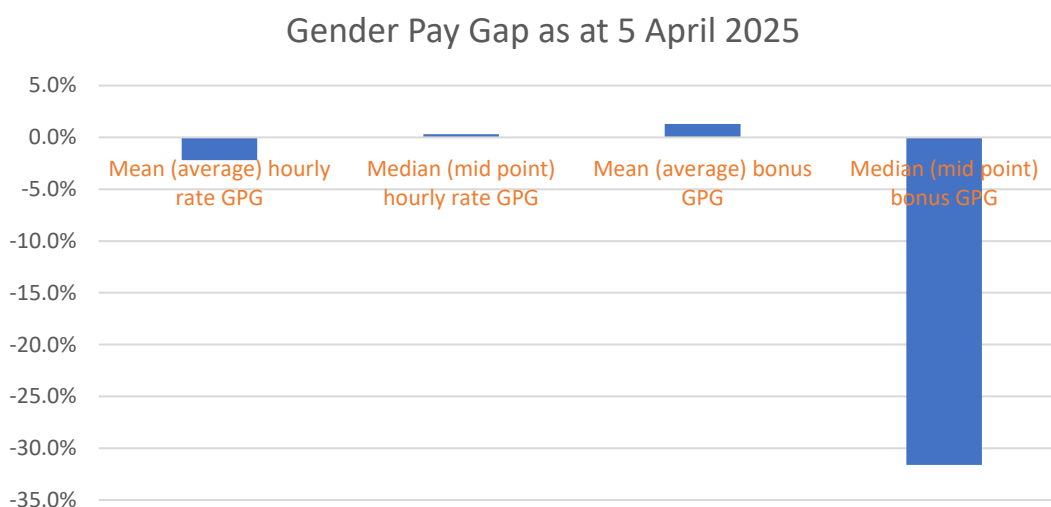
The information has to be reported to the government by 4 April the following year and published on the employer's own website. The information must incorporate the following calculations along with a written supporting statement:

- 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 2025, at which time Future Industrial Services Ltd (FIS) had 267 relevant employees and 261 full pay relevant employees*.

Results

2025 Gender Pay Gap Snapshot



Definitions:

Mean gender pay gap*: The % difference between the average hourly rate of pay (or bonus) of male and female employees as at the reporting date.

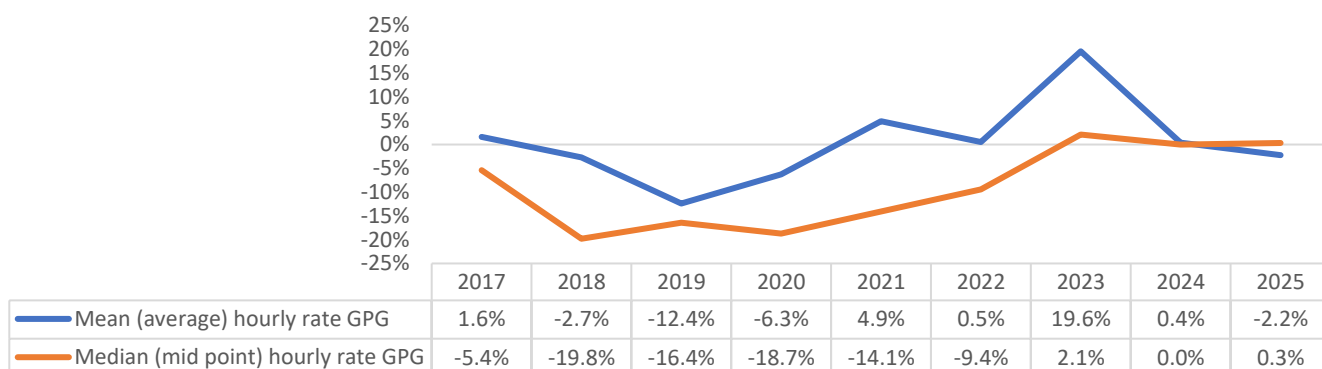
Median gender pay gap*: The "Median" is the middle figure in a list when all figures are listed lowest to highest. The pay gap is the % difference between the median hourly rates of pay (or bonuses) of male and female employees as at the reporting date.

+ 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>

2017-2025 Gender Pay Gap Comparison

Gender Pay Gap 2017-2025



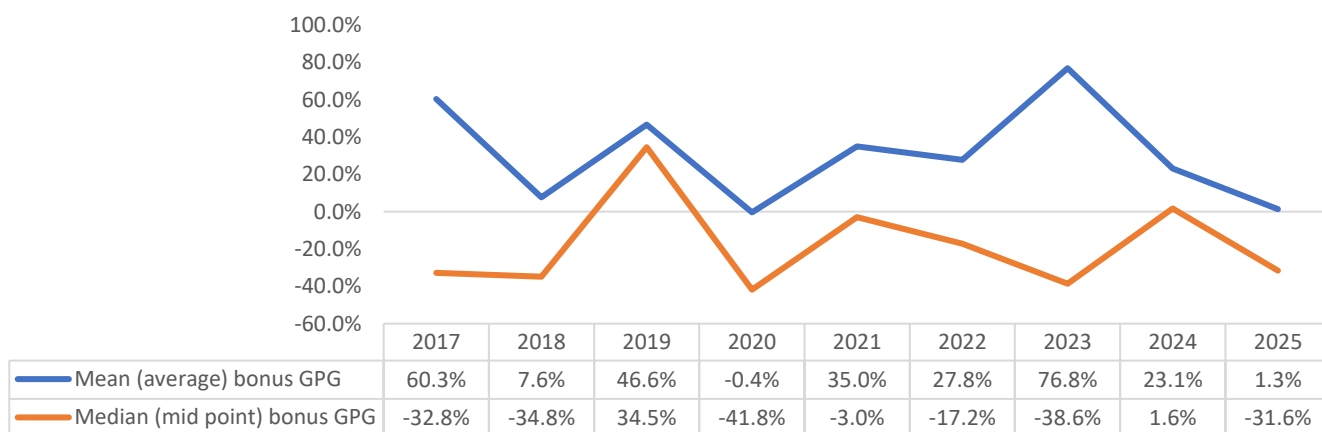
It is very pleasing that for the second year in a row, the Mean and Median pay gaps have been very close to the ideal of 0%.

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.

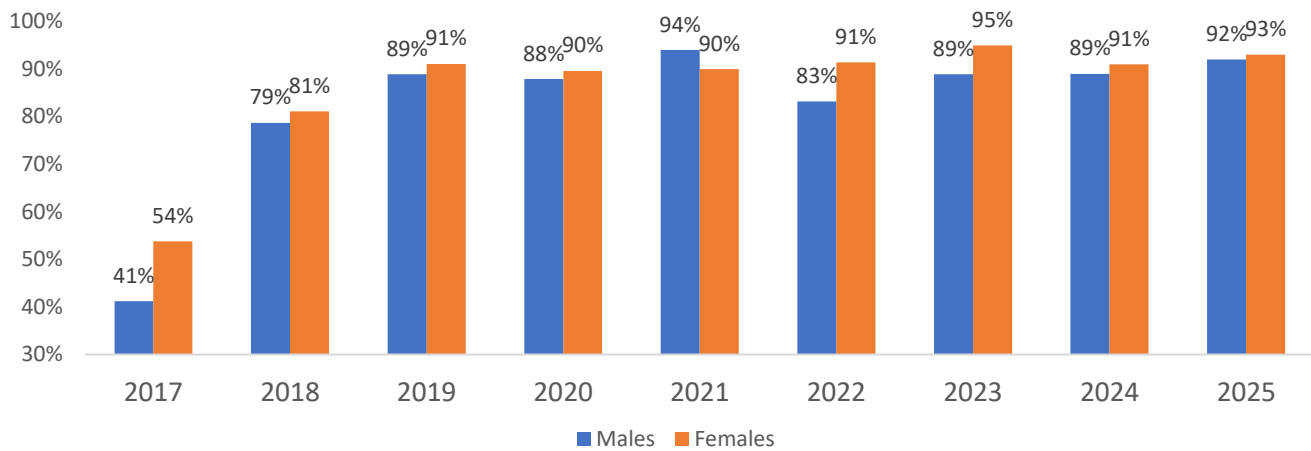
Bonus Gender Pay Gap 2017-2025



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.

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 2017-2025



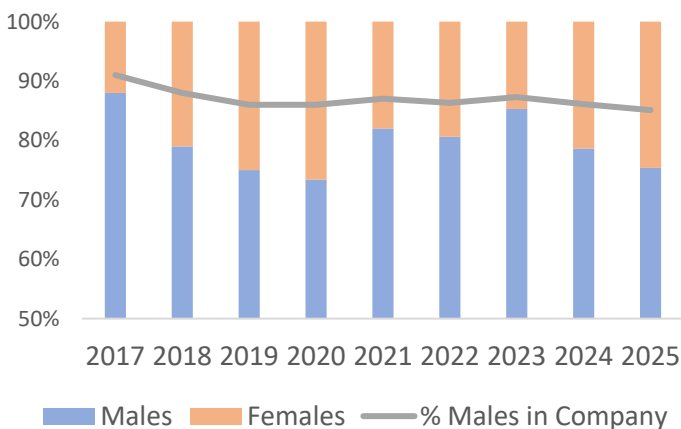
Quartile Pay Bands

Definitions

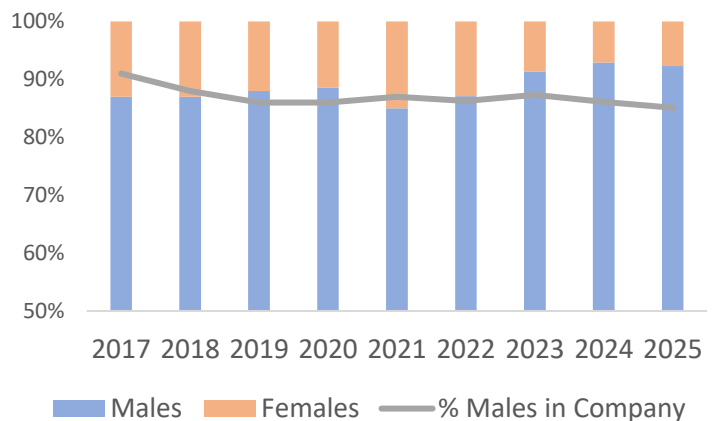
Quartiles: The basic hourly rate of pay is calculated for each employee. The employees are listed by their basic hourly rate of pay from the lowest to the highest. The list is then divided into four equal sized pay bands, which are called quartiles. From there we can calculate the % of male and female 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 percentage of females employed in the business has increased for the third year in a row and at 14.9% is now the highest since GPG recording began. It is encouraging to see that the percentage of females in the upper quartile, 24.6%, remains significantly higher than the percentage of females in the company.

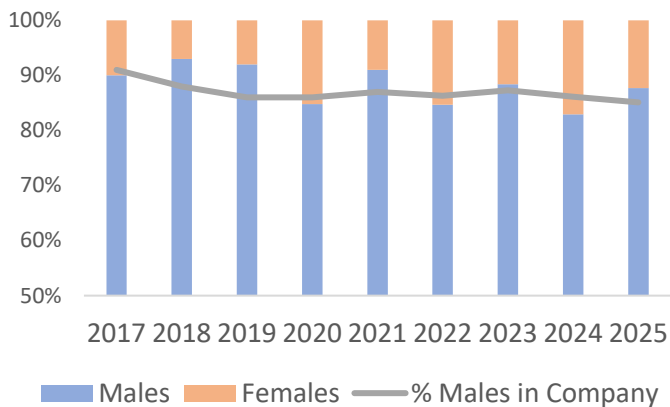
% of Male & Female Employees in Upper Quartile



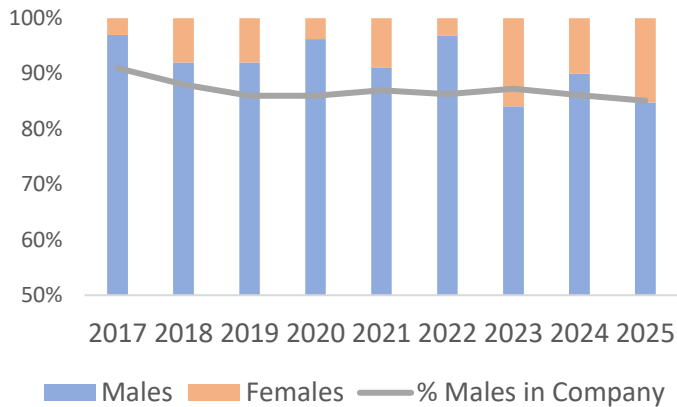
% of Male & Female Employees in Upper Middle Quartile



% 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