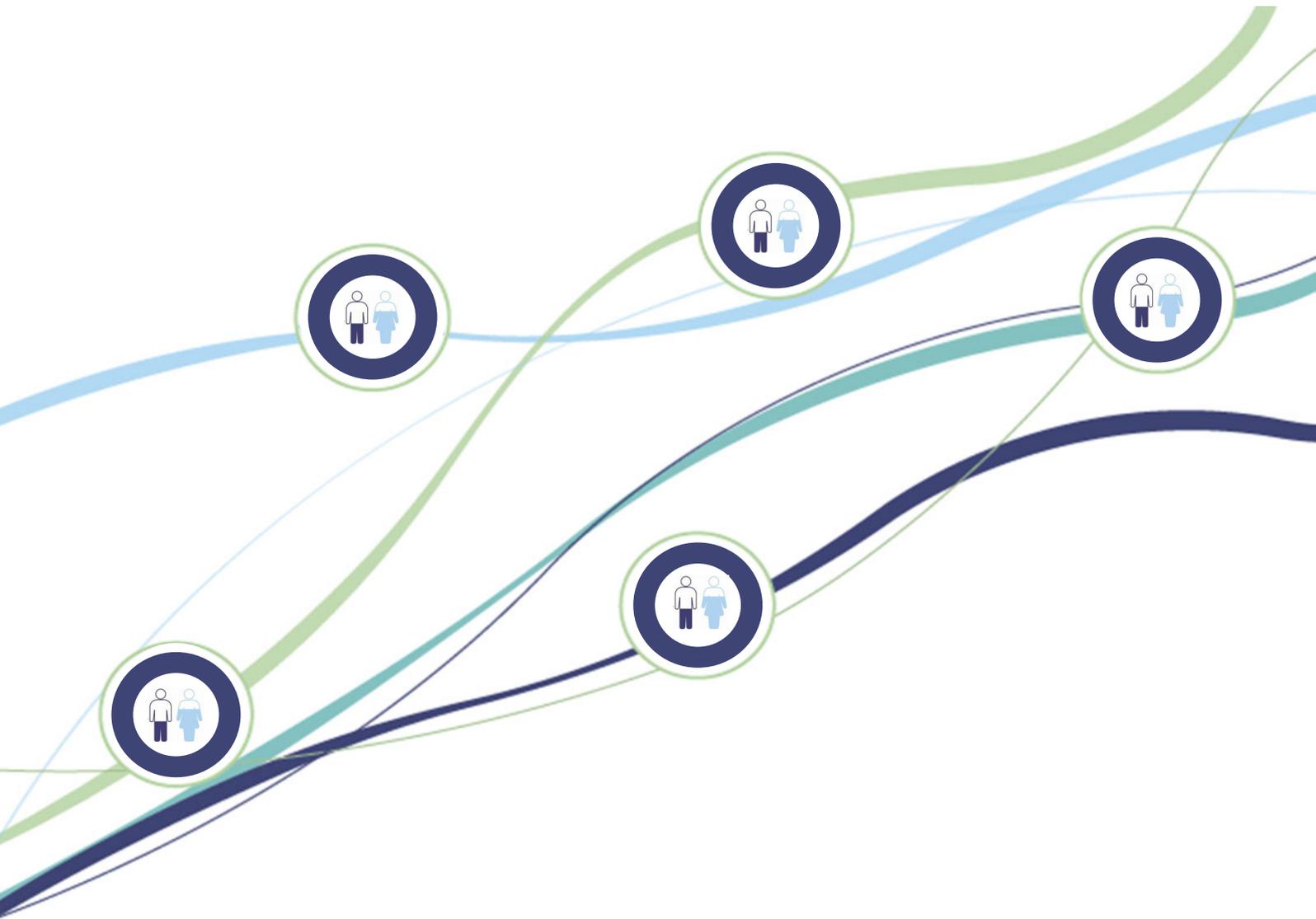


F M G

THINKING AHEAD



GENDER PAY REPORT 2019

Reporting Figures

The gender pay gap is a measure of the difference in average pay between men and women across an organisation, irrespective of role, grade or seniority, and is expressed as a % of male pay.

Regulation Requirements

All UK companies with 250 or more employees are required to publish the following specific gender pay information annually:

- Mean and Median gender pay gap
- Mean and Median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band

Regulation Calculations

The mean and median gender pay gap figures are based on hourly rates of pay as at the snapshot date, 5th April 2019.

What's included in our hourly pay?

At FMG, hourly pay includes (but is not limited to) base pay, premium payments (e.g. unsociable hours) and allowances as applicable. Excluded are payments for redundancy and benefits-in-kind. Employees on family or sick leave are also not included.

What is the mean?

The mean is the average of the numbers. It's calculated by adding up all the numbers, and then dividing by how many numbers there are.

What is the median?

The median is the middle number. It's calculated by listing all the numbers in numerical order and picking the one in the middle.

What are pay quartiles?

Pay quartiles order all employees by hourly rate of pay from lowest to highest, before splitting that list into four equal-sized segments; lower quartile, lower-middle quartile, upper-middle quartile, upper quartile. The reporting reflects the percentage of males and females in each segment.

Gender Pay Statistics

Within FMG, 47% of our colleagues are male, and 53% are female.
The difference in hourly pay between males and females is:

Gender Pay Gap

12.5%

Mean (Average)

21.0% (2018)

5.3%

Median (Midpoint)

13.2% (2018)

Bonus Pay Gap

41.0%

Mean (Average)

52.7% (2018)

8.0%

Median (Midpoint)

0.0% (2018)

Proportion of Males and Females Receiving a Bonus

77.5%

90.1% (2018)

81.3%

89.3% (2018)

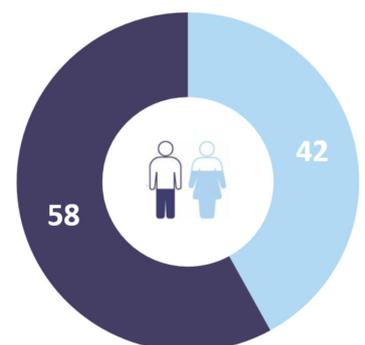
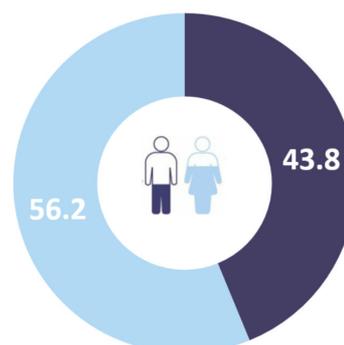
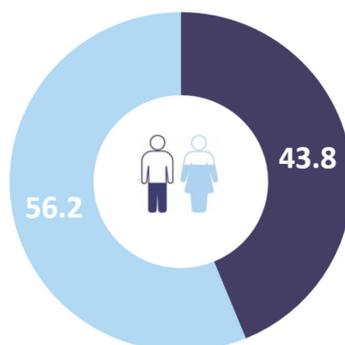
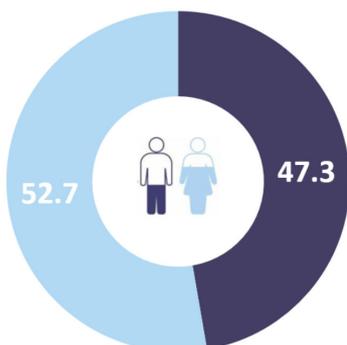
Pay Quartiles

Lower Quartile

Lower Middle Quartile

Upper Middle Quartile

Upper Quartile



Our Continued Commitment

FMG are committed to ensuring all of our people are treated and rewarded fairly, ensuring we offer equal pay for work of equal value.

Our focus remains on promoting an inclusive culture, where all of our people have the support to contribute towards our vision and goals, and are rewarded fairly for their contributions.

Our 2019 reporting figures are well below National average, reflecting the gender-neutral approach we take to determining roles and responsibilities across our business.

We continue to support flexible working to make our business accessible to all, but acknowledge that there is further work to do to ensure more roles can be offered flexibly.

We will continue to promote equality and diversity across FMG, strengthening our talent pipeline and enabling career progression in a fair and unbiased manner.

Declaration

I can confirm that the figures contained within this report are accurate and have been calculated in accordance with the gender pay gap reporting requirements, as outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Harvey Stead
Managing Director