



# GENDER PAY GAP REPORT

*June 2022 - June 2023*





“We are very proud of our gender pay report. 70% of our leadership team is female. In 2023, we increased our female employees by 5% and we now have 37% female representation across all our workforce and continue to strive towards an equal gender balance. Our primary commitment is to hire the most qualified individuals and ensure fair compensation for every role within FMI.

We are very proud of our gender pay equality across our teams but especially our Senior Management Team which has equal gender representation. As detailed in the gender pay report attached, FMI ensures that we have **equal pay for equal work across all our teams** which delivers salary transparency for our employees and an absence of any gender-based pay gap”.

*Libby Keeling, Director FMI*

**FMI works across a number of sectors such as Field Sales & Merchandising, Retail Auditing, Customer Contact Centre and Brand Management. We have continued to grow our client base and employees throughout 2023.**

## **WHAT IS THE GENDER PAY GAP?**

The gender pay gap is the difference in the total average earnings of males and females, regardless of the nature of their work, across an organisation. It does not compare pay on an individual level for males and females undertaking the same role.

## **HOW IS THIS DIFFERENT TO EQUAL PAY?**

Equal pay refers to the legal requirement that male and female employees, who are engaged in equal or similar work, or work of equal value, must receive equal pay. After a thorough review of our reward principles, we are confident that the gender pay gap and bonus pay gap within our organization are not a result of concerns related to equal pay.



**TOTAL EMPLOYEES**

**571**



**MALE EMPLOYEES**

**63%**



**FEMALE EMPLOYEES**

**37%**

**PAY**

Mean GAP

**-18.7%**

Median GAP

**-1.5%**

**BONUS**

Mean GAP

**-14%**

Median GAP

**-80%**

**STATUS OF EMPLOYMENT**

Permanent

**565**

Temporary

**6**

# THE FIGURES EXPLAINED

**Hourly Remuneration** refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis.

**Bonus Recipients** sets out the proportion of men and of women who receive any form of bonus. Bonuses for this purpose includes commission and regular performance bonuses. There are a wide variety of roles within FMI, some of which receive a bonus (tend to be sales related) and any variations are not caused by equal pay concerns.

**Bonus Gap** refers to the gap between men and women on the value of all bonus items taken together.

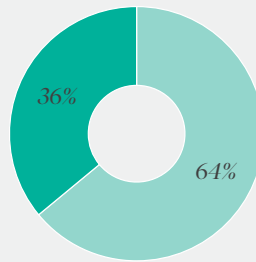
**The lower quartile** sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

**The upper quartile** sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. This also applies to the lower middle quartile and the upper middle quartile.

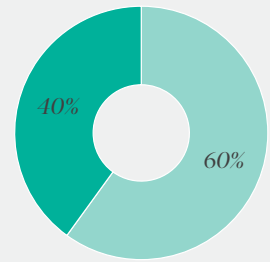
*We get it.*

## PERCENTAGE OF QUARTILE BY HOURLY REMUNERATION:

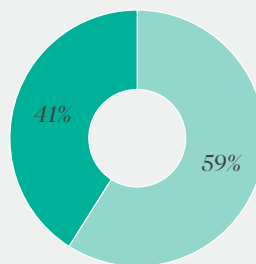
Lower Quartile



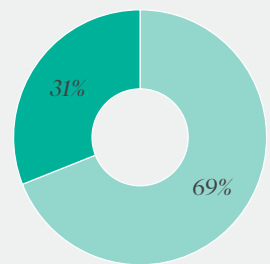
Lower Middle



Middle Quartile



Upper Quartile



Male Female

Mean hourly remuneration gap for part-time workers: **-2%**

Median hourly remuneration gap for part-time workers: **-3%**

Mean hourly remuneration gap for temporary workers: **13%**

Median hourly remuneration gap for temporary workers: **-3%**

## PERCENTAGE WHO RECEIVED A BONUS

44% Male 33% Female