

Our Pay Gap

Figure 1

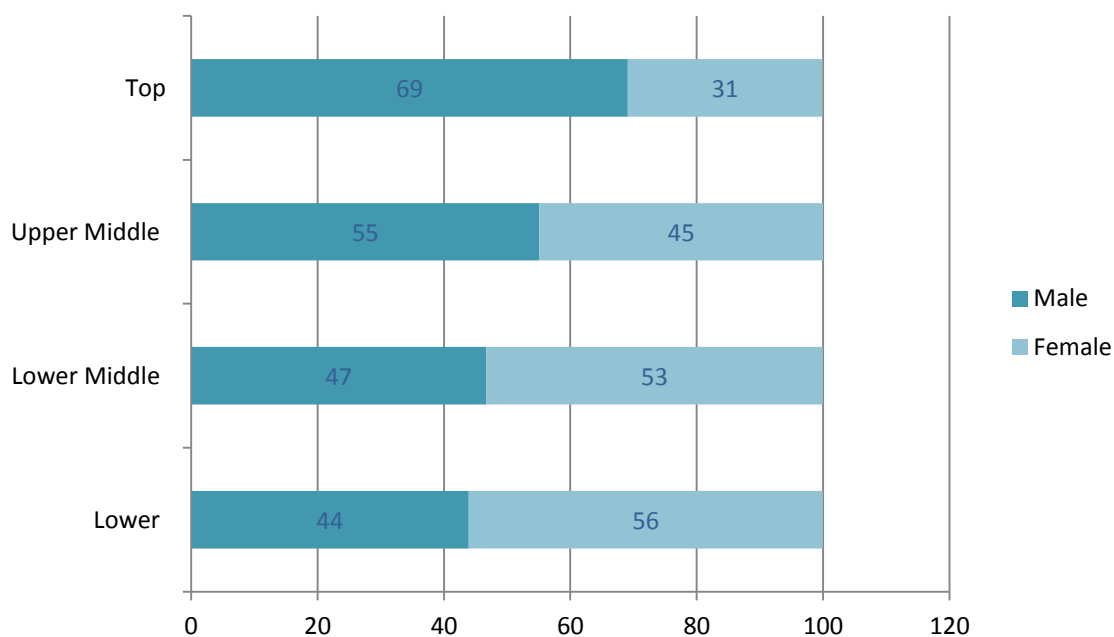
Gender Pay Gap Report Phosters (FM) Ltd	Median	Mean
Pay Gap	6.3	17.1

We recognise that engineering is a predominantly male dominated industry, and we are committed to encouraging women to enter into the engineering sector, which will over time reduce the pay gap here at Phosters. We have struggled to find females with an engineering background including electricians, HVAC and plumbing and have been unable so far to recruit females into these roles. This is something that we have identified and we understand the importance of addressing this issue.

This is compared with our cleaning senior management team which is made up 56% women and 43% men.

Our Pay Quartiles:

Figure 2



80% of our workforce are cleaning operatives which makes up the majority of the first and second quartile, please refer to figure 2. Some of our highest paid employees are our engineers which account for 10% of our overall workforce. Our engineers, along with our directors are all male and we believe this is affecting our pay gap.

Gender Pay Gap Report – 2017

We are addressing this by continuing to actively encourage females into these engineering roles and also into our senior management roles to help reduce our pay gap. The number of females in senior management roles has increased from 14% to 25% since 2016 and we aim to continue this growth.

Bonus Payments:**Figure 3**

Gender Pay Gap Report Phosters (FM) Ltd	Median	Mean
Bonus Gap	16.7	16.7

Figure 4

Percentage of Employees receiving a bonus	Male	Female
	1.7%	0.5%

We are a developing business and only provide bonus payments to senior members of the team for outstanding achievements. We believe in the future we can decrease this gap by encouraging more women to take on senior roles and to become directors.

We are committed to equality of opportunity and to reducing the gender pay gap throughout our business.