

A person in silhouette, wearing glasses and a dark jacket, is looking out over a city skyline at sunset. The sun is low on the horizon, creating a warm, golden glow. The city buildings are silhouetted against the bright sky. There are several horizontal lines of different colors (orange, grey, red, white) scattered across the image.

Data- driven performance

FDTechnologies

Pay Gap Report 2020

2020 GENDER PAY GAP REPORT

CEO Statement

We remain committed to ensuring that our workforce is a fair reflection of society as a whole, and are proud of our achievements on gender diversity. While more still needs to be done, we are well underway with a multi-year action plan to continue to support the hiring and development of women across the business and more specifically, to increase the representation of women in senior management roles. We are also going further with our IMPACT Programme which is designed to support women during their academic studies and as they transition into employment.

While this report is focused on our UK-based employees, gender diversity remains a global initiative for FD Technologies. We want to ensure all of our employees feel that they work for a company that upholds the same values of equality and fairness as they do, and that they can develop and grow both personally and professionally within a company that prioritises inclusion.

I confirm that FD Technologies' gender pay gap calculations are accurate and meet the requirements of the Regulations.



Séamus Keating, Chief Executive Officer

Multiyear Action Plan – Highlights:

- Introduced enhanced maternity pay
- Partnership with Women in Business
- Launched women's mentoring programme IMPACT
- Hired 115 women across all levels
- Developed a diversity and inclusion strategy
- Retained Diversity Mark NI Charter Mark demonstrating our commitment to gender diversity.
- Targeted recruitment campaigns to improve gender balance
- Rolled out global employee engagement survey to benchmark employee engagement

The gender split among the company's **1665** UK workforce is



Results Summary

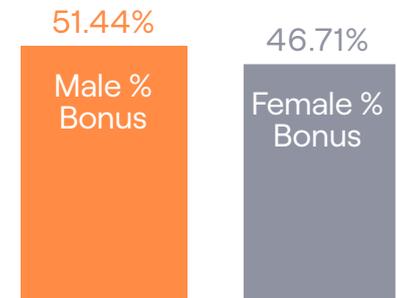
Gender Pay Gap – Bonus Breakdown

Gender Pay Gap – Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2020). It also captures the mean and median difference between bonuses paid to men and women at FD Technologies for the financial year 2019-2020.

	Mean Pay Gap	Median Pay Gap
Hourly fixed pay	19.36%	15.63%
Bonus Paid	56.29%	25.00%

The proportion of men and women receiving a bonus in Financial Year 2019-20 is as follows:



Gender Pay Gap Quartile Split

The gender split among the Company's **1665** UK workforce is **69% male** and 31% female analysed into the following quartiles.

	Male	Female	Total	Mean Gender Gap as %
April 2020				
Lower Quartile	62.50%	37.50%	416	1.05
Middle Quartile	66.83%	33.17%	416	-0.88
Upper Middle Quartile	68.75%	31.25%	416	1.80
Upper Quartile	77.94%	22.06%	417	11.41



HR Operations:

Fiona McGilly

Over the last 12 months, our HR function has introduced and enhanced an engagement programme designed to both attract and retain employees across the globe. Whilst we have a brand that attracts talent like most organisations we recognise the need to continue to invest in our engagement programme. We are constantly striving to attract and retain key talent. We engaged with employees to understand what they wanted and shaped a programme based on these needs. As well as introducing enhanced paid maternity leave and further developing networks of support, our Health and Well-Being and our Diversity and Inclusion initiatives continue to be at the heart of our employee engagement programme. In 2019/2020 we introduced our first annual engagement survey and were pleased with the high levels of participation from employees which has helped inform our priorities for diversity and inclusion. Attracting, retaining and developing people and in particular women across our business, continues to be central to our future plans.



IMPACT Hire:

Rebekah Richmond

The IMPACT Programme allowed me to learn more about FD Technologies, speak with current employees and be involved in extremely beneficial events from confidence camps to interview prep.



The IMPACT Programme, and the women involved were the reason I applied for a graduate role, everyone was so supportive, encouraging and made me feel part of the team already! I grew in confidence and it gave me an awareness of life in a busy organisation that I knew I wanted to be a part of.

Diversity Champion:

Karen Ross

As the HR diversity champion I have played a key role to help shape and drive our diversity programme. We have partnered with Women in Business, retained our Diversity Mark award in addition to introducing well-being seminars, fitness classes, virtual social events, promoted employee assistance programme and rolled out a bespoke mental health programme. The success of both the diversity agenda and our health and well-being initiatives to date have encouraged the continued focus on enhancing and evolving our programme for the future.



HR Director:

Catherine Harrison

We know that a diverse and inclusive workforce is not only the right thing to do but that it will result in a more successful firm. We remain committed to increasing the representation of women at all levels of the firm and creating an environment where everyone can thrive and reach their full potential. Looking at the quartile data, we see minimal differences in the bottom three quartiles. However, we recognise we need to address the issue of a lack of women in senior positions. Although making change happen will take time, we remain focused on taking actions to close the gender pay gap at the senior level and believe that we are moving in the right direction to address this important issue.



Action Plan 2020-2021:

1. Continue to enhance maternity pay
2. Introduce women's executive leadership programme
3. Continue to showcase our women through award nominations
4. Develop and launch internal mentorship programme
5. Launch a multicultural network
6. Review bonus scheme for all levels
7. Train recruitment team in unconscious bias
8. Partner with diverse recruitment providers
9. Enhance our flexible working programme to support a culture where employees have the opportunity to work flexibly

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