

A person with short dark hair and glasses, wearing a dark leather jacket, is seen from the back, looking out over a city skyline at sunset. The sun is low on the horizon, creating a warm orange glow and lens flare effects. The city skyline includes several tall buildings, with one prominent skyscraper on the left. The overall mood is contemplative and forward-looking.

Data- driven performance

FDTechnologies

Pay Gap Report UK 2022

2022 GENDER PAYGAP UK REPORT

At FD Technologies, we take pride in our commitment to diversity, equity, and inclusion, which is why we are pleased to present our 2022 Gender Pay Gap report.

Our efforts to address the gender pay gap have been ongoing since our last report and continue across a multi-year programme of initiatives. We are pleased to see some progress in several areas but there is still work to do. Our mean gender pay gap has decreased from 19.19% to 18.89%. Whilst the gender bonus gap which refers to the difference between the average bonus value paid to men and women throughout the year is 62.71%, the median bonus gap has reduced from 25% to 20%. In line with other organisations operating in the data and technology sector, we have more men than women in senior and higher paid technology and development roles, which results in both a gender pay gap and a gender bonus gap.



Catherine Harrison - HR Director

We restructured all our bonus schemes across the Group in 2021, resulting in a reduced percentage of both males and females receiving a bonus. Whilst 21.9% of females received a bonus this year compared to 16.7% of males. As women are promoted into more senior roles, they are invited to join the bonus scheme, reflecting the important role they play in driving the success of the business.

Although we still have work to do, particularly in the upper quartile, where the majority of the gender pay and bonus gap lies, we are taking steps to address this issue. Our action plan includes improving our recruitment processes, providing flexible work options, enhancing our pay review and promotion processes, and investing in mentorship and leadership programs that support women's transition into senior roles.

We are committed to building a more diverse and inclusive team and creating a pipeline of female talent for the future. We hope that this report demonstrates our commitment to transparency and progress towards closing the gender pay gap.



Results Summary

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 2022). It also captures the mean and median difference between bonuses paid to men and women at FD Technologies PLC.

	Mean Pay Gap	Median Pay Gap
Hourly fixed pay	18.89%	20.20%
Bonus Paid	62.71%	20.00%

- A mean gap is a calculation of the difference in average pay or bonus of a person in one group in our organisation versus the average pay/bonus of a person in a comparator group, regardless of the role held within our organisation.
- A median gap is a calculation of the relevant pay/bonus gap based on the reward of the individual in the exact midpoint between the lowest and highest-paid person in one group in the organisation versus the equivalent person in the comparator group.

Quartile Split

(1044 Male and 431 Female)

1044 Male

431 Female

April 2022	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Headcount	369	369	368	369
% of Males	81.03	68.29	66.30	67.48
% of Females	18.97	31.71	33.70	32.52
Mean Gender Gap as %	11.03	1.48	-0.16	-0.74

- Quartiles are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of one group and the comparator group.

Bonus Breakdown

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

Proportion of men receiving a bonus	- 16.71%
Proportion of women receiving a bonus	- 21.91%
Bonus Mean Pay gap	- 62.71%

Closing the gender pay gap

At FD Technologies, we're committed to creating a diverse and inclusive workplace where everyone has the opportunity to thrive. Closing the gender pay gap is a top priority for us, and we're proud of the progress we've made so far, including enhanced maternity leave, unconscious bias training, and bonus scheme restructuring. Our Women's network is a vital part of our community, and we offer a range of internal and external mentoring schemes and leadership programs to support female progression within the company. We are proud to have achieved a silver standard accreditation for diversity, and our goal is to attain gold standard in 2024. But we know there's still work to be done, which is why we're taking concrete steps to achieve our equality and inclusion ambitions.



Fiona McGilly – Head of HR Operations

As we continue to work towards attracting and retaining more female employees, we recognize that challenges remain. We are committed to implementing our action plan to achieve our equality and inclusion ambitions, which include:

- **Implementing targeted recruitment processes to attract more women to our team including a 50/50 graduate recruitment target.**
- **Enhancing our internal promotion and pay review processes to ensure that all employees have the opportunity to advance and are paid fairly and equitably.**
- **Continuing to provide unconscious bias training for our hiring managers.**
- **Embedding women's mentoring programs such as STRIVE and IMPACT to provide support for female employees.**
- **Evolving our Aspiring Leader's Programme and Leadership Programme to support the development of female leaders.**
- **Formalising a hybrid working model to support work-life balance.**
- **Seeking external accreditation for gender diversity to hold ourselves accountable for our progress.**
- **Using engagement survey data to inform our business decisions and ensure that all of our employees are heard and supported.**

We believe that addressing the gender pay gap is crucial to building a more inclusive and diverse workplace, and we're committed to achieving our goals. By working together and implementing these initiatives, we're confident that we can close the gender pay gap and ensure that every employee at FD Technologies has the opportunity to succeed.

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