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**Pay Gap Report United Kingdom  
2023**

# **Data-driven performance**

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## 2023 GENDER PAY GAP UK REPORT



**Catherine Harrison**  
HR Director

Inclusion has always been at the heart of our firm and we are continuing to build a diverse workplace where everyone feels able to be their true selves. The success of FD Technologies has been built on bringing together high performing talent from across the globe and we are proud that our people come from diverse backgrounds and cultures, creating a vibrant working environment that encourages new ideas and fresh thinking. We are pleased to present our UK Gender Pay Gap figures for 2023.

The data also reveals that we have a **69.52%** bonus mean pay gap given the higher representation of males in senior sales and technology roles. Whilst **23%** of females received a bonus this year compared to **13.38%** of males we continue to recruit and promote more women and strengthen the pipeline of talent, whilst also aligning pay bands for everyone across all grades the more we will be able to close these gaps in the future.

As ever hearing from our people and acting on their feedback remains critically important. We have a broad action plan which includes enhancing all marketing and recruitment processes to attract more women to join our team, providing all types of flexibility for all employees, enhancing our pay review process and continuing to invest in leadership programmes to support women as they transition into senior roles. We realise we have work to do but we are on a pathway to build a more diverse, inclusive and representative team and create a pipeline of female talent for the future. As a team we are focused on taking care of each other and our aims of having an inclusive and healthy work environment remains paramount, so that all our people can thrive and do their best work.



# 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 5th April 2023. 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	16.30%	14.52%
Pay Bonus Paid	69.52%	66.67%

- 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

(993 Male and 402 Female)

April 2023	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Headcount	348	349	349	349
% of Males	81.03	67.34	64.76	71.63
% of Females	18.97	32.66	35.24	28.37
Mean Gender Gap as %	12.04	1.62	-0.47	-2.50

- 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 & Benefit in Kind Breakdown

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

Proportion of men receiving a bonus	13.38%
Proportion of women receiving a bonus	23.02%
Bonus mean pay gap	69.52%

## CLOSING THE GENDER PAY GAP

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**Fiona McGilly** - Head of People,  
First Derivative

We are committed to closing the gap through our gender pay gap action plan, with a focus on attracting, retaining, and developing female talent. In 2023 we set ourselves an action plan with both short- and longer-term deliverables. To summarise some of the key actions this year; over 100 people participated in the Aspiring Leaders programme, 35% of promotions in 2023 were women, we received external recognition for our investment in diversity initiatives through awards including our First Derivative CEO David Collins receiving Male Advocate of the Year Award at the Women in Business Awards 2023, as well as being awarded Best DEI Strategy by CIPD NI.

We invested in an external coaching programme for a number of females. We invested further in skills development initiative, and we have a thriving Women's Network. Our Graduate recruitment team partnered with local schools to upskill girls in STEM groups on interviewing and CV prep and we also launched "Lean In FD" to create a platform where our women can lean on and support each other to realise their potential. We attained a silver standard accreditation for diversity, and we are now aiming for gold. As we strive to attract and retain more women in the business, we recognise challenges remain. We have an action plan in place, and we are committed to delivering upon it so we can realise our equality and inclusion ambitions.

### Action Plan 2023-2024

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- Targeted recruitment process to attract women
- Enhance pay review processes
- Continue unconscious bias training for hiring managers
- Drive our women's mentoring programmes (STRIVE, IMPACT, Lean In)
- Continue with Aspiring leader's programme
- Promote Hybrid working model in recruitment activity
- Seek external accreditation and accountability for gender diversity
- Enhance promotion processes with a gender focus
- Use Engagement Survey data to inform business decisions
- Launch our Neurodivergent network and train employees

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