

# Data-driven performance

---



## Gender Pay Gap Report

United Kingdom 2024

## 2024 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 2024.

The report reveals that our mean gender pay gap has decreased from **16.3%** to **12.28%** and our median pay gap had decreased from **14.42%** to **9.09%**. The data also reveals that we have a **54.61%** bonus mean pay gap given the higher representation of males in senior sales and technology roles. **19.39%** of females received a bonus this year compared to **16.47%** of males. It's important to stress that having a gender pay gap does not mean that we pay people differently for the same role based on their gender. That's pay equity, and at FD Technologies we pay people equitably when they are doing the same job, regardless of gender or any other factor. Our Gender Pay Gaps (Pay and Bonus) are really driven by the gender imbalance across our workforce, and an under-representation of women at senior levels. As 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 know 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 2024. 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	12.28%	9.09%
Pay Bonus Paid	54.61%	24.03%

- 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.

April 2024	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Headcount	302	303	303	303
% of Males	79.14	65.68	66.67	69.31
% of Females	20.86	34.32	33.33	30.69
Mean Gender Gap as %	7.03	0.57	0.73	-1.08

- 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.

### Quartile Split

(950 Male and 361 Female)

### 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	16.47%
Proportion of women receiving a bonus	19.39%
Bonus mean pay gap	54.61%

# CLOSING THE GENDER PAY GAP



**Karen Ross**  
Global People Partnering

As an organisation, we are committed to closing the gap through our data led action plan. This plan focuses on attracting female talent to join our organisation as well as ensuring that our internal policies, processes and individual career development plans all support the retention and development of our female talent. In 2024, we incorporated these diversity goals into our Objectives and Key Results to ensure they remain a priority. We continued to support our Women’s Employee Resource Group to advocate for change, be a voice for women and help contribute to an environment where our female talent can thrive. We also launched our RISE leadership development program with further initiatives planned in 2025. Finally, we launched our internal mentorship program aimed at supporting and developing our female talent. We will continue to build on these offerings to move closer to closing the gap in 2025.

## Action Plan 2024–2025

---

- Targeted recruitment process to attract women
- Enhance pay for Performance Processes
- Utilise our Women’s Employee Resource Group
- Evolve our RISE Leadership Development Program
- Ongoing internal policy review and enhancements
- Promoting Hybrid working model
- Continuing to build and promote our mentorship program
- Using Engagement Survey data to inform business decision

# FDTechnologies

Global Headquarters  
3 Canal Quay  
Newry, Co. Down BT35 6BP

+44(0) 28 3023 2242