

Gender Pay Gap Report, 2023-2024

“ One of our objectives within FM is to ensure inclusive awareness and practices across our business. We strive to support the development of a diverse workforce and I can see that reflected in our pay gap this year.

We pledged to reduce our mean gap in 2022 and have done just that, reducing it by 0.9% within a 12-month period, and we are incredibly proud of our achievement.

”

Carly Griffiths, Head of People



How is the data calculated?

The gender pay gap report shows the **pay differences between men and women** across our entire business, regardless of position within the company.

The **mean gender pay gap is the average hourly rate for both genders**. We're mostly a company of women (75% of our staff identify as female) but we do have some men in upper positions, which skews our mean pay gap a little.

The **median gap compares employees on the middling pay rate** across the company. At FM, we give equal pay for equal work so we're proud to say that our median pay gap has always been 0%.

Key Figures

Mean
6.5%

Median
0%

UK
Average
14.9%

Last year, our mean pay gap was 7.4% and we pledged to keep working on reducing that number. We're so pleased that our mean gap has reduced to 6.5% for 2023. Our mean gender pay gap is now 8.4% better than the national average and it's the lowest gap we've ever reported!

Bonus Pay Gap

Our bonuses are awarded based on performance - the higher the performance, the higher the bonus. More women received higher bonuses this year, meaning our bonus pay gap is actually in deficit and is in favour of female employees.

Women

65%

received a bonus

Male

63%

received a bonus

Mean

-15.6%

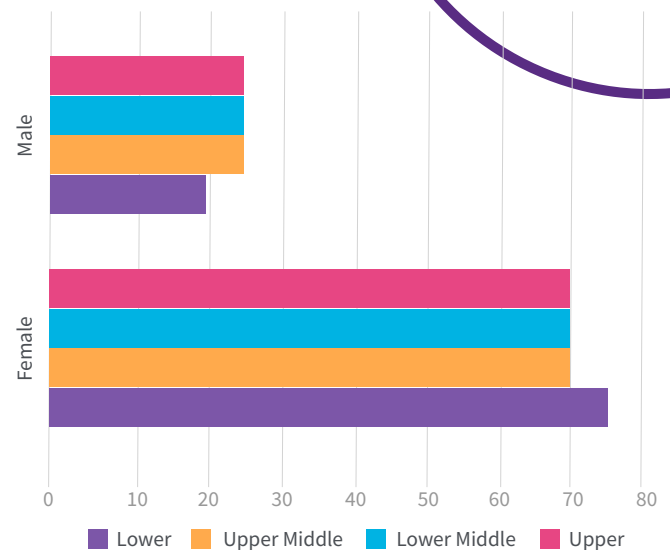
Median

-8.7%

Salary Band Quartiles

Salary bands are calculated by taking all our employees' hourly rates of pay and splitting them into even quartiles from lowest rate to highest. This shows any disproportion in male to female at different levels of the business.

Although we employ more women than men, last year we saw that most men were in the upper-middle and upper quartiles. This is something we were mindful of this year and have managed to reduce the margins across all salary quartiles for both male and female employees.



Some of the women that power FM

Kirsty Robinson
Head of Marketing



“ FM has a long history of strong and smart women leading the company. I'm proud and excited to continue that tradition by being part of FM's next chapter and helping to shape the future of the business. ”

Chloe Hughes
Campaign Manager



“ Building a fair, inclusive workplace takes commitment and action which FMO are extremely passionate about. As a woman, they make me feel valued and equal to all my colleagues every day! ”

Shannon Gent
Account Executive



“ At FM, the door for opportunity and support is always open. From Sally and Tracy to Kirsty and Jen, FM has always displayed the power that strong women can bring to a business. ”