

Gender Pay Gap Report

At FM Outsourcing, we want to provide a fair and happy work environment for our employees. To that end, we run a survey every year to not only make sure our staff are happy but to identify any places we could improve equal opportunities. This year, 69.5% of our employees agreed that FM Outsourcing has been supportive in their roles, with 77% agreeing that FM Outsourcing rewards success fairly.



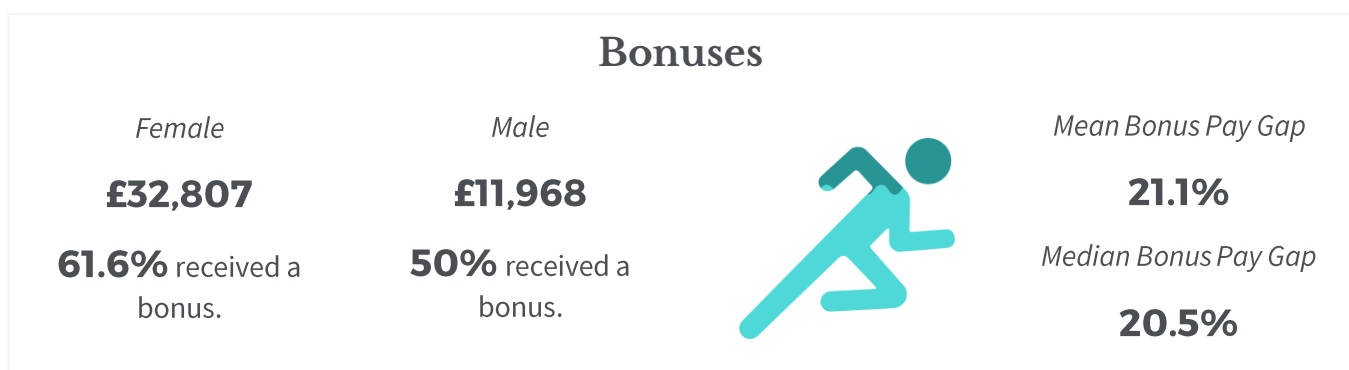
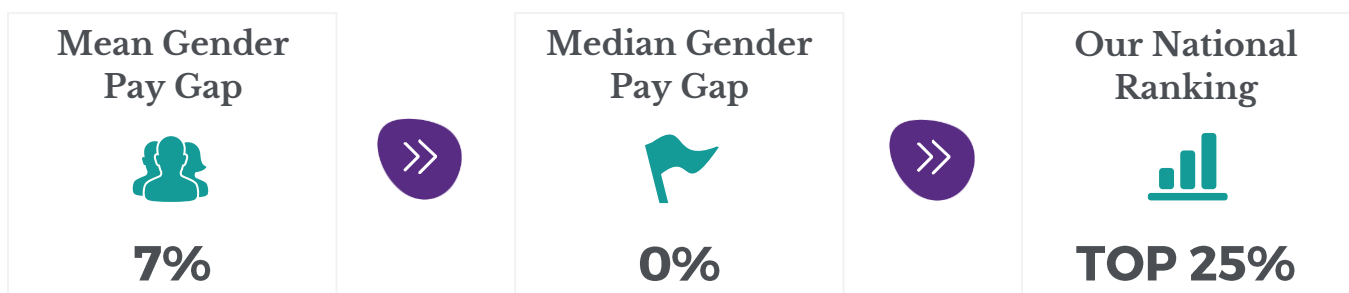
I believe that our gender pay gap reflects our dedication to providing equal opportunities and I'm proud to say that we find ourselves in the top 25% of employers in the UK. In the coming years, the team and I will continue to focus on maintaining an environment that allows for fair progression, necessary change, and continual modernisation.

Tony O'Farrell | CEO at FM Outsourcing

The Data

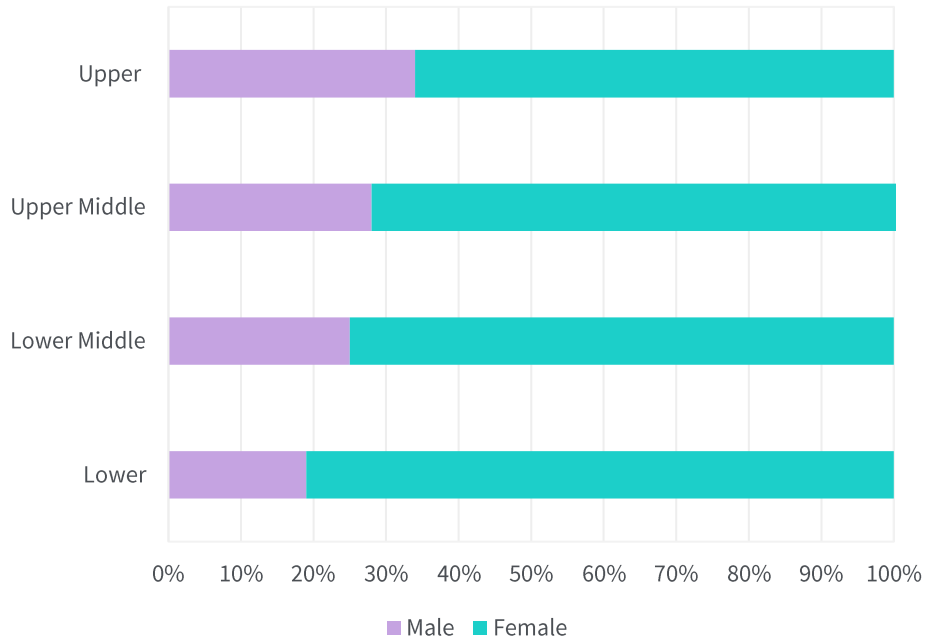
How The Data Is Calculated

The gender pay gap report shows the pay differences between men and women across our entire brand, regardless of position within the company. We calculate the mean by finding the average hourly rate for both genders. The percentage can be driven up by having a higher ratio of male staff in higher-paid roles. The median gap focuses on the employees with the middling hourly rate. Since both male and female employees receive the same pay in the middle section, our median gap is 0%. At FM, we're mostly a company of women but we do have some men in upper management positions, which skews our mean pay gap result.



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. We employ more women generally, across all salary levels but do still see an upward trend toward higher-paid positions for men. This is something we are mindful of and will continue to offer as many opportunities as possible to women who deserve it.



Women In Leading Roles

At FM, we promote leaders regardless of gender. Some of our best managers are women who have honed their skills and have been continuously dedicated to improving our brand. Here are just a few of them.



Jenny Bowles

Service Delivery Director



FM Outsource is a very progressive employer. I can say from first-hand experience that gender is not considered a determining factor for success or career progression here.



FMO is a truly inclusive employer. Why would we pay our people based on anything but ability and experience?



Tracy Davies

Chief Operations Officer



Carly Freeman

Head of Human Resources



We believe it's integral that all employees are treated fairly and feel safe at work, and our annual report lets us ensure FM remains an inclusive community for all.

