

**FUTURE INDUSTRIAL SERVICES LTD GENDER PAY GAP SUPPORTING STATEMENT**

**Introduction**

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 with effect from 2017 private sector employers with over 250 employees are required to provide a snapshot of the pay differences between males and females in their workforce on 5 April each year.

The information has to be published on the employer’s own website and reported to the government by 4 April the following year. The information must incorporate the following calculations along with a written supporting statement:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus pay gap
- The median bonus pay gap
- The proportion of males receiving a bonus
- The proportion of females receiving a bonus
- The proportion of males and females in each quartile pay band

The figures in this statement are from the snapshot of pay data taken on 5 April 2017; they were calculated using the mechanisms set out in the gender pay gap legislation and are accurate in accordance with company records.

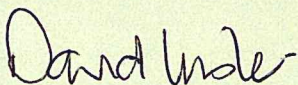
**Results**

<b>Criterion</b>	<b>Result</b>
Mean gender pay gap	1.6%
Median gender pay gap	-5.4%
Mean bonus pay gap	60.3%
Median bonus pay gap	-32.8%

<b>Criterion</b>	<b>Males</b>	<b>Females</b>
Proportion of each gender receiving a bonus	41.2%	53.8%
Proportion of males & females in lower quartile	97.1%	2.9%
Proportion of males & females in lower middle quartile	89.9%	10.1%
Proportion of males & females in upper middle quartile	87%	13%
Proportion of males & females in upper quartile	88.4%	11.6%
Proportion of males & females in whole company*	90.6%	9.4%

\*The proportions of males and females in the whole company are not required information but are included for comparison purposes.

We believe that a mean gender pay gap of 1.6% will compare favorably not just in the male dominated Industrial Services sector but across all industries. Future Industrial Services is a growing company with a growing reputation for quality and service delivery. The company always complies with equal pay legislation and will always strive to recruit and retain the best candidates regardless of gender. From 2017 all employees are eligible to earn a bonus and the company will continue to support all employees in their development to help them achieve their full potential and to help them gain promotion internally within the company.



David Lusher  
CEO