

GENDER PAY GAP

REPORT



THE GENDER PAY GAP

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

We are committed to diversity and recognise as a technology business that our challenge is to increase our gender balance in the organisation, which will in turn positively impact our gender pay gap.

28% of our employees are female which is above average for the IT sector where women represent just 17% of the profession. In addition, our senior management team is 50% female.



FDM Group's gender pay gap for 2017 stands at

0.0%

in comparison to the UK average of

18.4%

Rod Flavell,
Chief Executive Officer,
FDM Group

Our Gender Pay Gap figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. I confirm that these figures have been verified and checked thoroughly to ensure complete accuracy.

A handwritten signature in white ink, appearing to be 'R Flavell', located in the bottom right corner of the black text box.

OUR WOMEN IN IT INITIATIVES

GETTING BACK TO BUSINESS PROGRAMME

Our returners programme launched in Hong Kong, London and Glasgow, helping those who have taken a career break get back into work.



94% of people who have been through the programme globally are female



careers launched in 18 months and growing.



Getting Back to Business programme launching in Leeds in 2018



Bespoke courses ran for clients in APAC looking to increase their gender diversity

STRONG ROLE MODELS

We have role models throughout the business in senior leadership roles to encourage and support other females to develop.



Instigated unconscious bias training throughout FDM

Kate Croucher

FDM 'Agents of Change' are championing gender diversity in the workplace

MENTORING PROGRAMME



Connecting people at all levels throughout the organisation for long term career development

41%

of mentees are female

EVENTS

- We host open days in our offices for school children to learn to code and work on soft skills
- Organise Sonic Pi workshop for Girls in ICT day to inspire school girls to consider a career in tech. Read more [here](#)
- Run regular Women in IT advantage sessions featuring inspirational speakers to encourage women into the sector



Open days for school children



Sonic Pi coding workshop



Women in IT advantage sessions

AWARDS AND PARTNERSHIPS



The **FDM everywoman in Technology Awards** celebrate female achievements in the industry



Signed the CEO Statement of Support for the United Nations Women's Empowerment Principles (UNWEP)



'Advocate of the Year' winner at the Information Age Women in IT Awards 2016



Sheila Flavell, FDM's COO, has been recognised in the Top 15 Most Influential Woman in the UK by Computer Weekly in 2016



Hosted the launch of **techUK's Returners Hub**, a resource for both individuals who are looking to return to work.



Featured in the Equate Scotland guide for businesses around **Tackling the Technology Gender Gap Together.**



FDM has been referenced in the **Government's Digital Strategy report** for its work in enabling a more gender diverse workforce.



Worked with everywoman to help them build the **Modern Muse** site which offers young girls access to female role models in STEM fields.



Joined the Think, Act, Report (TAR) initiative of the Home Office, whose aim is to encourage companies to demonstrate greater transparency on gender employment statistics



Signed the CEO Charter of the UK Resource Centre for Women (UKRC)

OUR PEOPLE

“ I have been with FDM for 10 years, working my way up from marketing assistant to where I am now, managing a global team that spans five countries. I am very proud to work for an employer that is such a strong champion of women and diversity in the workplace. ”



Nabila Aydin,
MCIM, Chartered Marketer, VP
of Global Marketing & North
America HR Operations

“


My journey with FDM started on reception and now, 19 years later I manage the largest sales operation across the group. FDM nurtures talent regardless of gender. It's a real privilege to help others develop their careers and achieve their potential.

”



Kathryn Sadler,
UK Sales Manager

“ I joined FDM's management team after 17 years in the RAF. Despite my change of career direction, FDM recognised the many transferable skills that I had, allowing me to transition smoothly from being a wing commander in the RAF to a senior level role within FDM. ”



Jenny Holmes,
Head of Getting Back to Business

GENDER PAY GAP REPORT 2017

Median pay gap



0.0%

UK average of 18.4%

Mean bonus gap



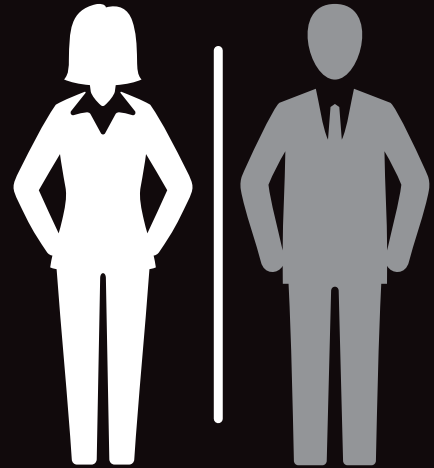
18.4%

Median bonus gap



12.0%

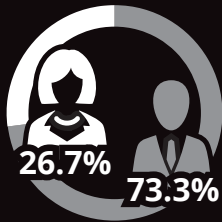
Mean pay gap



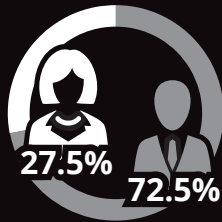
6.0%

Percentage of women and men in each quartile of FDM's pay structure

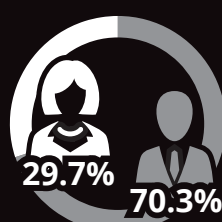
Lower Quartile



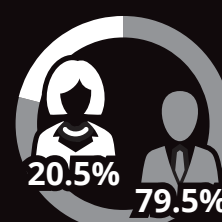
Lower middle Quartile



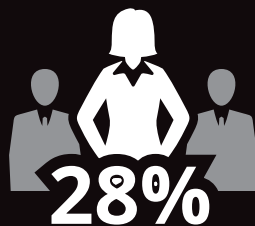
Upper middle Quartile



Upper Quartile



of the senior management team at FDM are women



of FDM's global workforce are female



of females received bonus pay



of males received bonus pay

UK

IRELAND

USA

CANADA

GERMANY

SWITZERLAND

SOUTH AFRICA

HONG KONG

SINGAPORE

CHINA

AUSTRALIA