

FMI Gender Pay Gap Report

June 2021-2022



A note from our Director,

I am delighted to publish FMI's gender pay gap report. FMI encompasses a wide variety of roles (Sales, Merchandising, Audit, Customer Contact Centre, Quality Control & Distribution) in varying industries. Our philosophy centres around having the most suitable individual for every position, while ensuring fair compensation as a fundamental aspect of our approach.

With the Board comprising **60% female directors** and the wider leadership team at **50% female directors** we are proud of the work we have done to date.

As can be seen from the gender pay gap report FMI has a balanced reward approach and as such there is no discernible pay gap based on gender. From the attached it can be noted that both at a mean & median level on average females are remunerated slightly more than males which is due to a higher percentage mix of females in senior roles (including at supervisory and manager level).

Nicola De Beer, Managing Director FMI

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What is the gender pay gap?

The gender pay gap is the difference in the total average earnings of males and females, regardless of the nature of their work, across an organisation. It does not compare pay on an individual level for males and females undertaking the same role.

How is this different to equal pay?

Equal pay refers to the legal requirement that male and female employees, who are engaged in equal or similar work, or work of equal value, must receive equal pay. Having reviewed our reward principles, we are confident that our gender pay gap and bonus pay gap are not caused by equal pay concerns.



Hourly Remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis.

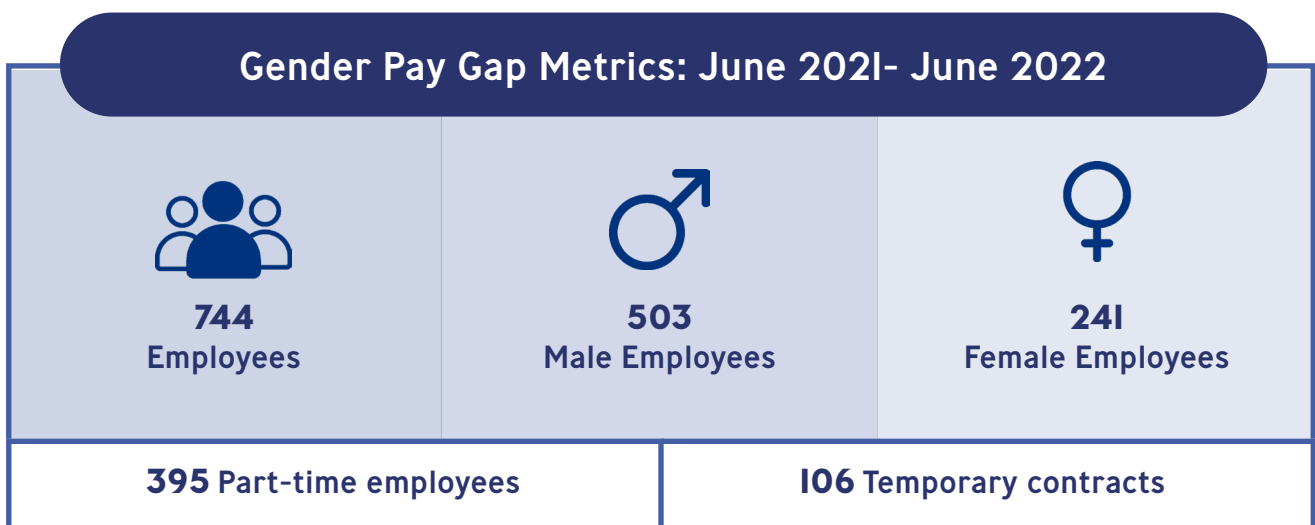
Bonus Recipients sets out the proportion of men and of women who receive any form of bonus.

Bonuses for this purpose includes commission and regular performance bonuses. There are a wide variety of roles within FMI, some of which receive a bonus (tend to be sales related) and any variations are not caused by equal pay concerns.

Bonus Gap refers to the gap between men and women on the value of all bonus items taken together.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. This also applies to the lower middle quartile and the upper middle quartile.



Gender Pay Gap Report

24/06/21 -24/06/22

 **68% Male Employees**

 **32% Female Employees**

Pay	
Mean GAP	Median GAP
-17.3%	-1.6%

Bonus	
Mean GAP	Median GAP
-163%	42%

	Male	Female
Percentage of lower quartile by hourly remuneration	72%	28%
Percentage of lower middle quartile by hourly remuneration	63%	37%
Percentage of middle quartile by hourly remuneration	61%	39%
Percentage of upper quartile by hourly remuneration	74%	26%
Percentage who recieved a bonus	28%	20%

Mean hourly remuneration gap for part-time workers	-2%
Median hourly remuneration gap for part-time workers	-1%
Mean hourly remuneration gap for temporary workers	12%
Median hourly remuneration gap for temporary workers	15%