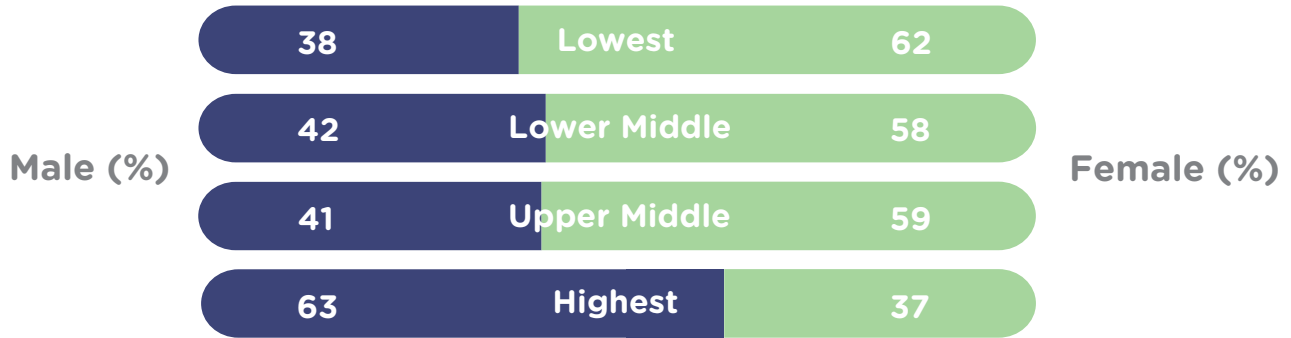


Our 2017 Gender Pay Gap Report

2018 is the first time that UK companies with over 250 employees must provide information about remuneration of employees by gender.

Pay Quartiles



Pay and Bonus Gap

Difference between men and women

	Mean	Median
Pay	24.4%	9.2%
Bonus	44.4%	0.0%

The table above shows the overall FMG mean and median gender pay gap based on hourly rates of pay for the 'pay period' including the 5th April 2017. It also shows the mean and median difference between bonuses paid for performance during the year up to 5th April 2017 to men and women in the same period.

Proportion of Colleagues Awarded a Bonus

