

THE GENDER
PAY GAP
REPORT 2023



FIRCROFT



CONNECTING PEOPLE TO
POWER THE WORLD

In 2017, the UK government introduced regulations that require companies with more than 250 employees to report on their gender pay gap. This provides a clear snapshot of the percentage difference between the average hourly earnings for male and female workers.

The gender pay gap is concerned with differences in the average earnings of men and women over a standard time period, regardless of their role or seniority. As gender pay gaps are based on averages taken across a company, they do not consider factors such as job type or seniority. This report, therefore, differs to equal pay which considers men and women receiving equal pay for equal work.

In this report, we've set out combined results for our employees and associates (the temporary workers we pay on behalf of our clients) as required by the government. Because associates' hourly rates are most often dictated by our clients, the results aren't entirely representative of our own pay practices.

We continue to monitor our gender pay gap, and focus on ensuring the attraction, retention and development of our people supports and develops individuals at all levels to grow their careers.

I confirm the gender pay gap data contained in this report for Fircroft Engineering Services Limited in the UK is accurate and has been produced in accordance with the regulations.

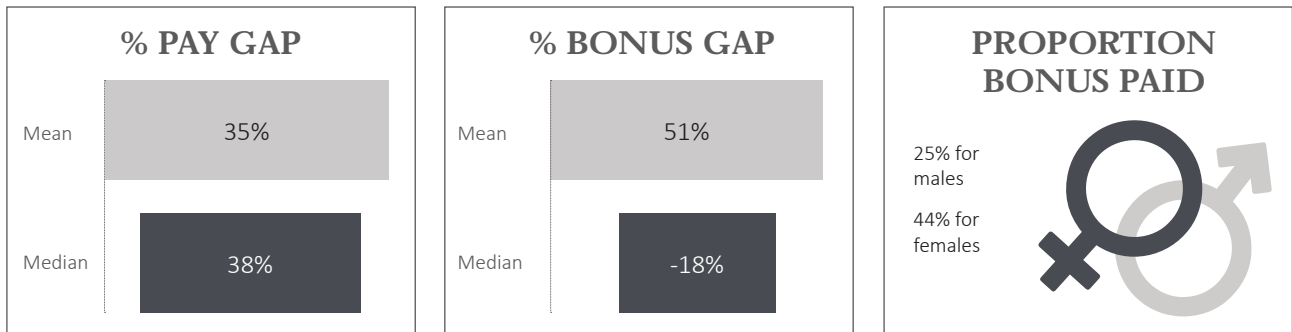
Johnathan Johnson

Director

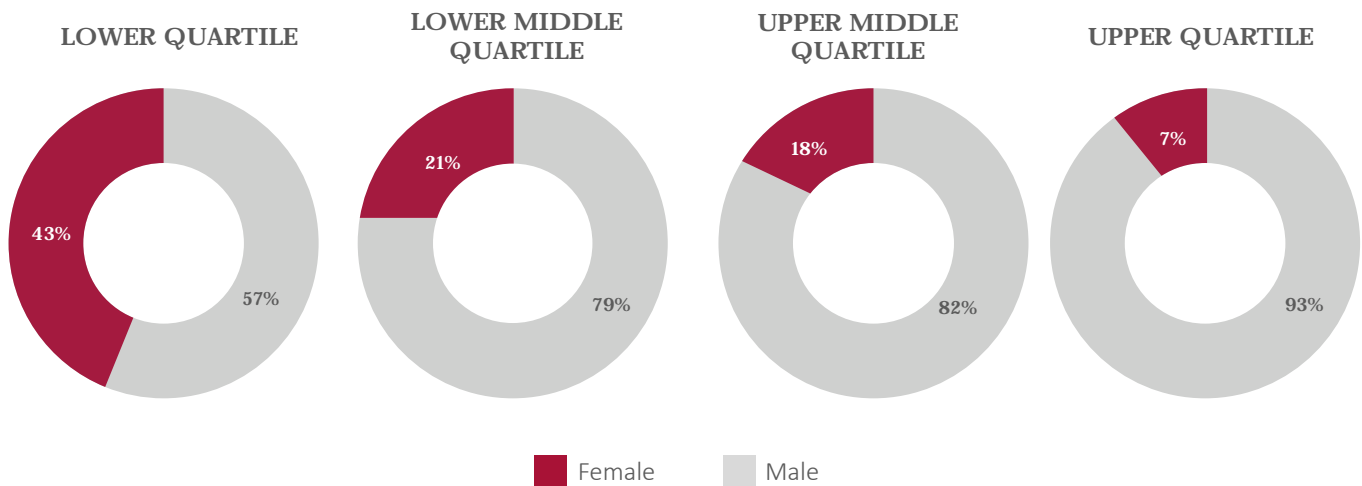
Fircroft Engineering Services Limited

Statutory Disclosure

Fircroft Engineering Services Limited employs more than 250 relevant employees as at 5 April 2023. Relevant employees includes employees and associates (the temporary workers we pay on behalf of our clients).



PAY QUARTILE % SPLIT BY GENDER



KEY

Mean and Median:

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employee's earnings.

Proportion of males and females receiving a bonus:

The proportion of male and female employees who were paid any amount of bonus pay.

Proportion of males and females in each pay quartile band:

The proportion of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is done by dividing the workforce into four equal parts.