

Gender Pay Gap Review

Statement from Julian Cordy, CEO, Field Sales Solutions Limited:

As an employer with a workforce in excess of 250 employees or more on 5th April 2025, Field Sales Solutions must comply with statutory provisions regarding Gender Pay Gap reporting. This requires us to carry out six calculations and publish the results each year, showing the size of the pay gap between our male and female employees.

We have calculated the relevant figures set out below, using the mechanisms that are set out in the gender pay gap reporting legislation. I can confirm that these figures have been verified and checked to ensure their accuracy.

Our mean hourly rate pay gap has declined and the male employees' mean hourly pay is higher than female employees. There has been an improvement in our median hourly rate pay gap, which closes the average median hourly between the genders. The percentage of all genders in each hourly pay quarter has changed with there being a greater percentage of females in the Lower and Upper Middle quarters and less in the Lower Middle and Upper Quarters, than the previous year.

Both the median and mean bonus gender gap has declined on the previous year. The proportion of all genders receiving bonus (both financial and non-financial rewards) has increased slightly from the previous year, but with a greater percentage of females receiving a bonus, than males.

The gender pay gap review has demonstrated that throughout 2025, Field Sales Solutions bonus structures were inclusive and aligned across all genders of employees. Field Sales Solutions will continue to review salaries on an annual basis and will implement processes that drive equality across all gender staff, in order to continue achieving the objective of aligning earnings between all employees.

We continue to be committed as an equal opportunities employer.

Mean Gender Pay Gap using hourly pay	3.4%
Median Gender Pay Gap using hourly pay	0.5%
Mean Bonus Gender Pay Gap	19.8%
Median Bonus Gender Pay Gap	17.3%
Proportion of males receiving a bonus payment	93.9%
Proportion of females receiving a bonus payment	96.4%

Percentage of men and women in each hourly pay quarter

	Male	Female
Lower Hourly Pay Quarter	57.3%	42.7%
Lower Middle Hourly Pay Quarter	66.7%	33.3%
Upper Middle Hourly Pay Quarter	60.7%	39.3%
Upper Hourly Pay Quarter	69.8%	30.2%

