



## UK Gender Pay Report 2025

FP McCann believes in the fair treatment and reward for all staff. Remuneration is paid based on the role and not based on gender. We are required to publish our gender pay information, which we believe to be accurate.

### Mean and median gender pay gap

The mean gender pay gap between male and female employees in FP McCann is +3%.

The median gap is +5%.

We are required to publish both figures as the two measure different things.

The mean measures the difference between the average male and female salary while the median is calculated using the midpoint salary for each gender.

### Mean and median bonus gap

Our mean gender bonus gap 24%.

Our median gender bonus gap is 55%.

### Proportion of male and female in each quartile of the organisation's pay structure

Quartile	Male	Female
Upper (Highest Paid)	95%	5%
Upper Middle	95%	5%
Lower Middle	93%	7%
Lower	91%	9%

The proportion of male and female within the organisation is 92% male & 8% female.

### Proportion of employees receiving a bonus payment

Male 85%

Female 82%

The above figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Authorising Signature:

Director