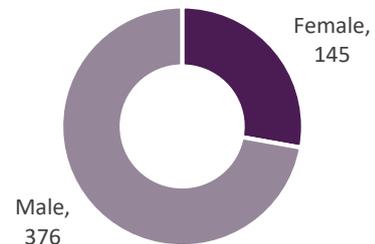


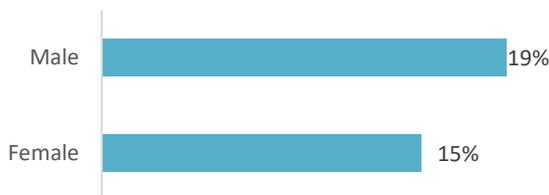
Male to Female Ratio



521 Total Employees



	Mean	Median
Women's Hourly Rate	23% Lower	21% Lower
Women's Bonus Pay	73% Lower	89% Lower



Proportion of Employees Receiving a Bonus

Pay Quartiles

Lower Quartile

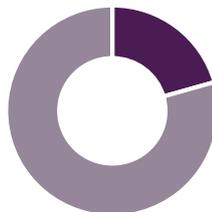
Lower Middle

Upper Middle

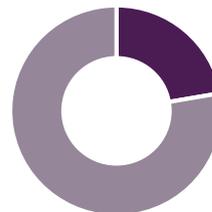
Upper



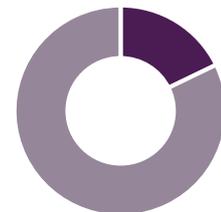
50.4% F
49.6% M



20.6% F
79.4% M



22.3% F
77.7% M



17.8% F
82.2% M

Fusion People's Written Statement – April 2017

Fusion People is an employer to UK tax-based contractors as well as our own internal staff. As the contractors are legally classified as our employees, we are required include their details within our Gender Pay Gap Reporting. It is worth noting that these contractors work across multiple sectors and have a wide skill set which may distort the figures.

Hourly Pay

As we work predominantly in the Construction and Rail sectors, our market has been historically dominated by male workers due to the nature of the work. As in April 2017, we had 145 females and 376 males, ratio of 2.6:1. We have found that most of the jobs filled by females tend to be

clerical and at a lower hourly pay rate, this means we have a difference in the mean hourly pay of men earning 23% higher and median hourly pay of men earning 21% higher. For our contractors, the hourly pay rates are set by our clients and as per Agency Workers Regulations would be in line with their own permanent members of staff, therefore Fusion People would have minimal involvement in setting the pay rates.

Bonus Pay

Bonus payments are rarely paid to contractors due to them being placed on temporary assignments and therefore not qualifying for bonus payments. The majority of the bonus payments made are to our own permanent staff based on targets achieved. Our internal staff are on a ratio of 1:1, however most of our male staff are within the sales element of the business and therefore their jobs are applicable to earning larger sales based bonuses, this is why we have a substantial difference between the levels of bonus payments made to our staff. With men earning a mean of 73% higher and a median of 89% higher than our female staff.

Pay Quartiles

Our lower level quartile is split evenly between male and females. It is on the upper levels we find there is a larger gap in the number of females compared to the number of males. However given that females only make up 28% of our total workforce (including temporary contractors), women are represented as 21% of our Lower Middle, 22% of our Upper Middle and 18% of our Upper quartile, therefore we still maintain a good representation of females across the upper levels.

Fusion People is in the process of reviewing its parental policies which will help to support parental leave and we have adopted a flexible working environment wherever possible to make the transition back into work less difficult. During the course of 2017, we have championed Fairness, Inclusion and Respect in our workplace and have been working with our clients to eliminate some of the stereotypical recruiting that has traditionally taken place within the Construction and Rail sectors. As we work closely with our clients, we have found a number of them have also initiated their own FIR initiatives to reduce the Gender Pay Gap within their businesses, thus enabling us to provide them with a more diverse workforce.

This statement confirms that the published information is correct as at the time of publishing and is signed by Richard Ward, CEO.

A handwritten signature in blue ink, appearing to read 'Richard Ward', is positioned above the printed name.

Richard Ward, CEO