

## Press release

04 October 2019

### Gender Pay Reporting 2019

At Foster + Partners, we continue to pay men and women equally for doing equivalent jobs across the practice. We believe in creating an inclusive working environment for all, which is based on merit and encourages our talented team to produce their best work. We continue to try to ensure that our policies and practices are fair, including reviewing our pay decisions each year as part of our annual performance, pay and bonus review.

We are pleased to report that for the second consecutive year, our Median Pay Gap has reduced by 1% from 9.8% to 8.8%. The main reason for the gap remains with us having more men, with longer service, in senior higher-paid roles within the practice. When we adjust for roles under Partner level, the Median Pay Gap has reduced from 4.6% to 3.6%.

As we continue to reduce the gap, we know that there is still work to be done but are pleased to be heading in the right direction. We continue to actively participate in the Women in Architecture Forum, Move the Dial, continuing with the development of our mentoring, leadership and career opportunities and continuing with our practice diversity engagement forums. This has led us to further enhance maternity, paternity and joint parental leave.

View Foster + Partners **Gender Pay Report 2019**.

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