

Press release

01 March 2018

Gender Pay Gap Reporting

At Foster + Partners men and women are paid 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. Our median pay gap is 10.5%. This is due to us having more men, with longer service, in senior higher-paid roles within the practice.

Correspondingly this is the case with our median bonus gap of 33%. At Foster + Partners we are encouraging more of our women into senior roles to improve diversity at leader level. To help with this, we have introduced within the practice engagement forums, together with other development and mentoring initiatives. We are also a Partner of the AJ Women in Architecture forum.

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

For further information
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