

In April 2017, the UK government introduced a requirement for all employers with more than 250 employees to publish their annual gender pay gap figures. The regulations require us to publish six key pay gap figures comparing male and female pay. Our 2021 results can be found below.

Yet again, we are proud of the results of our analysis. The results maintain our good position regarding our gender pay gap figures against that of the National average, and show our commitment to equal opportunities.

Diversity and inclusivity influences our policies and culture at all levels. Because of this, we do not discriminate for any position or for any reason, including race, religion, ethnic origin or gender. We pride ourselves on being an equal opportunities employer.

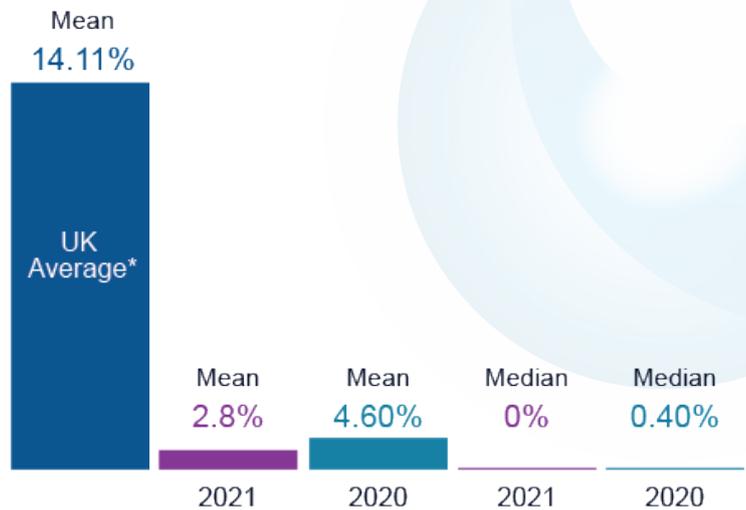
## GENDER PAY GAP FIGURES

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive, expressed as a percentage of men's pay.

The mean pay gap is the difference between average hourly rates of pay of men and women.

The median pay gap is the difference between the midpoints in the ranges of hourly rates of pay of men and women. It collates all pay in the sample, lines them up in order from lowest to highest, and picks the middle-most pay.

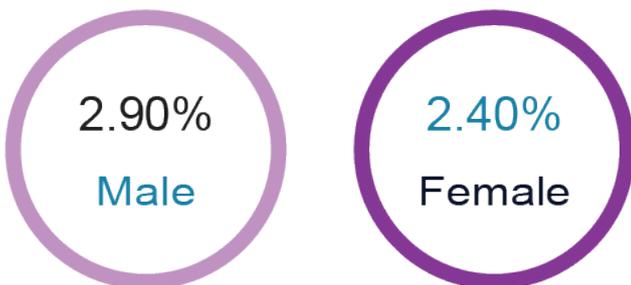
These figures are provided in the chart opposite and are based on the hourly rate of pay as at 5th April 2021. They are much better than the National average for 2020 and we are very pleased to report a 0% median result this year.



\*2020 National average. Source: Gender Pay Gap Service (all employees)

## GENDER BONUS PAY GAP FIGURES

Proportion of male and female colleagues receiving a bonus payment can be seen in the chart below.

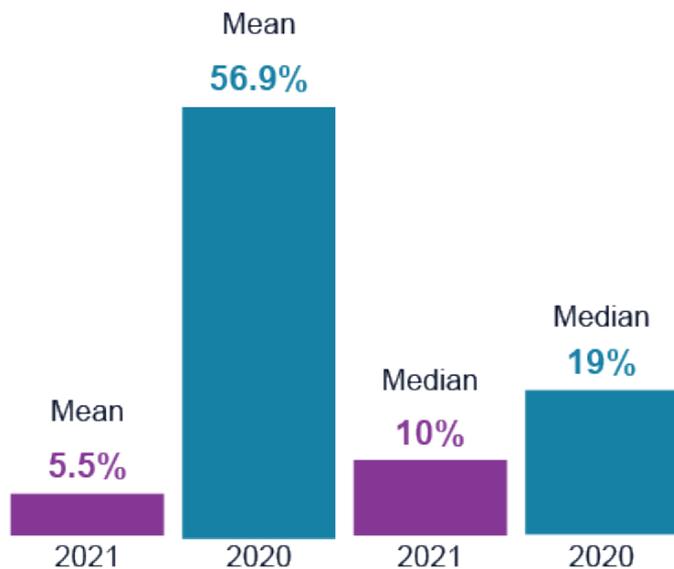


“ Pay awards and advancement within the company is NOT dependent on gender. ”



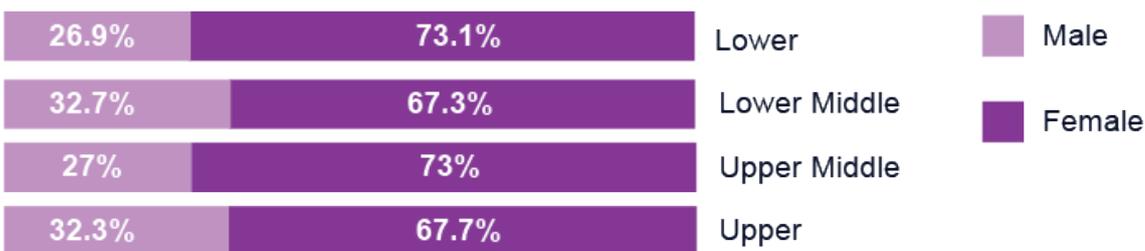
## GENDER BONUS PAY GAP FIGURES

Calculated in the same way as the hourly pay, the chart below shows the bonuses paid in the year to 5th April 2021.



## PROPORTION OF MALE AND FEMALE COLLEAGUES IN EACH PAY QUARTILE BAND

This chart shows the gender split when we list the hourly rate of pay from lowest to highest and group into four equal quartiles.



## ADDRESSING THE BALANCE

The general workforce of the cleaning industry is historically largely female dominated and subject to TUPE regulations (transfer of undertakings). When a contract is awarded or reassigned under TUPE, cleaning staff are transferred by law, maintaining pay rates and hours, from one cleaning provider to another. The vast majority of our workforce is made up of cleaning operatives and, under TUPE regulations, there is restricted opportunity to address a gender pay gap, should one arise, in this section of our workforce.

We will continue to recruit fairly and ethically and monitor gender equality and diversity throughout our organisation. We remain focussed on attracting and employing the best talent available to ensure that our business thrives, delivers the best possible service and achieves the highest of standards across the UK.

"I confirm that the information and data provided in this report is accurate and in accordance with the provisions of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

**David Froude, Director**