



WORKPLACE

GENDER PAY GAP REPORT 2022/23

Gender Pay Reporting involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We can use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

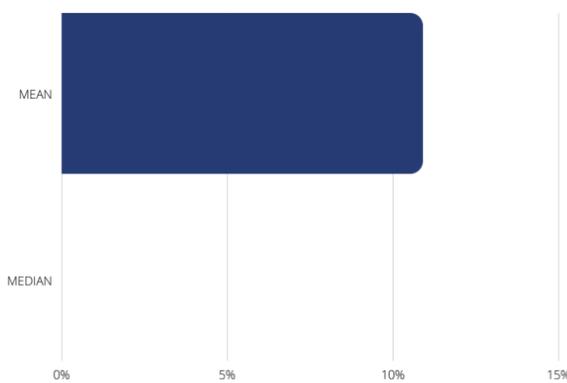
Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records.

On the snapshot date of the 5th April 2022 the gender split was 70% female and 30% male. A predominately female workforce is reflective of the cleaning industry.



70% the percentage of females employed

Differences in the hourly rate of pay



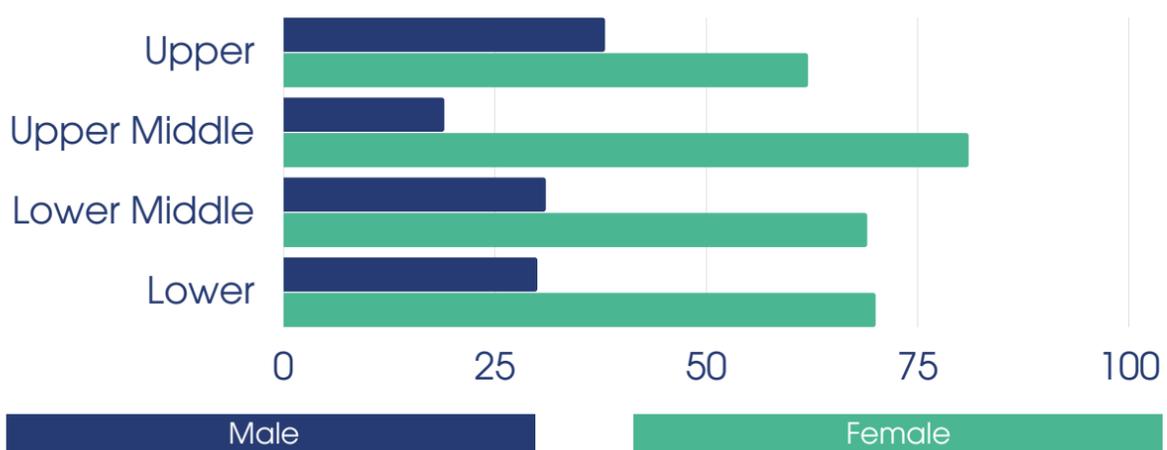
The two key measures of average hourly pay show that men earn slightly more than women at WORKPLACE using the mean measurement.

However, this is not the case when calculated as a median measurement. The gender pay gap reflects the fact that there is a significantly larger workforce of women than of men working at all levels within the business.

Who is paid a Bonus?



Our Gender Ratio by Quartile



A pay quartile represents a quarter of our UK employees ranked by pay. The pay quartiles are then broken down by gender.

On our snapshot date, there were 237 women and 100 men in our workforce. The proportion of men and women in each of the pay quartiles has remained relatively stable over recent years.

More women continue to work in middle and senior management roles (i.e., the upper and upper middle quartiles) than in "front line" roles in our businesses.