

## GENDER PAY GAP REPORT

GreenZone Cleaning & Support Services is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5 April 2018.

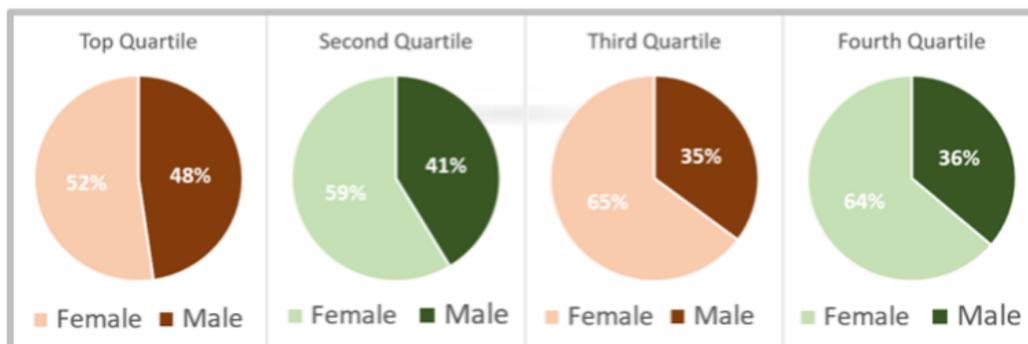
We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Summary

Mean <b>Gender</b> Pay Gap	<b>5.1%</b>
Median <b>Gender</b> Pay Gap	<b>3.8%</b>
Mean <b>Bonus</b> Pay Gap	<b>-3.0%</b>
Median <b>Bonus</b> Pay Gap	<b>1.4%</b>
Proportion of <b>Men</b> Receiving a <b>Bonus</b>	<b>7.0%</b>
Proportion of <b>Women</b> Receiving a <b>Bonus</b>	<b>4.9%</b>



## Breakdown by categories

At the snapshot date of 5 April 2018 GreenZone Cleaning & Support Services employed a total 314 (40.1%) males and 469 (59.9%) females across the organisation in a variety of roles.

### 1. Gender Pay Gap

	Male	Female	Pay Gap
Mean	£9.47	£8.99	5.1%
Median	£7.50	£7.70	3.8%

The mean gender pay gap demonstrates that on average female employees earn 5.1% less than male employees, this includes Head Office Staff. The median gender pay gap is 3.8%, sitting far below the UK average for 2018 which according to the Office for National Statistics was 8.6%. This is a very positive result for GreenZone.

### 2. Bonus Pay Gap

	Pay Gap
Mean	-3.0%
Median	1.4%

The mean bonus pay gap reflects a figure in favour of our female employees, with the mean average bonus being 3.0% higher for women. The median average bonus pay gap sits at 1.4%, a figure that reflects a very small gap between the bonus amount paid to men and women.

### 3. Proportion of men/women receiving a Bonus

	Male	Female
Proportion receiving bonus	7.0%	4.9%

It should be noted that only Head Office employees, following successful completion of their six-month probationary period, qualify to earn a bonus. On 5<sup>th</sup> April 2018, all qualifying employees received their bonus payment (21 males and 23 females)

Based on this criteria, we can say that 100% of Head office employees, both male and female, received a bonus.

### 4. Pay Quartiles

	Male	Female	Male %	Female %
Upper Quartile	93	102	47.7%	52.3%
Upper Middle Quartile	81	115	41.3%	58.7%
Lower Middle Quartile	69	127	35.2%	64.8%
Lower Quartile	71	125	36.2%	63.8%
<b>TOTAL</b>	<b>314</b>	<b>469</b>	<b>40.1%</b>	<b>59.9%</b>

We can see a higher percentage of women across the quartiles which appears to be in line with the overall employee female/male demographics.

The Lower, Lower Middle and Upper Middle quartiles include cleaning operatives earning National Minimum Wage (NMW) and therefore these three categories could be treated as one. The Upper Quartile includes operatives earning above NMW, operatives earning London Living Wage (LLW) and Head Office employees. It is worth noting that higher wages in certain contracts, including LLW, are dictated by the client and not by the Company. Therefore, differentials in wages are, in some instances, out of our control.

## **What is GreenZone doing to address its gender pay gap?**

While our gender pay gap compares favourably with that of organisations both across the whole UK economy and within our sector, GreenZone is committed to doing everything that it can to reduce the gap. However, GreenZone also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

**I, Steve Trew, Managing Director, confirm that the information in this statement is accurate.**

**Signed**



**Date**

4<sup>th</sup> April 2019

