

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 5th April 2023.

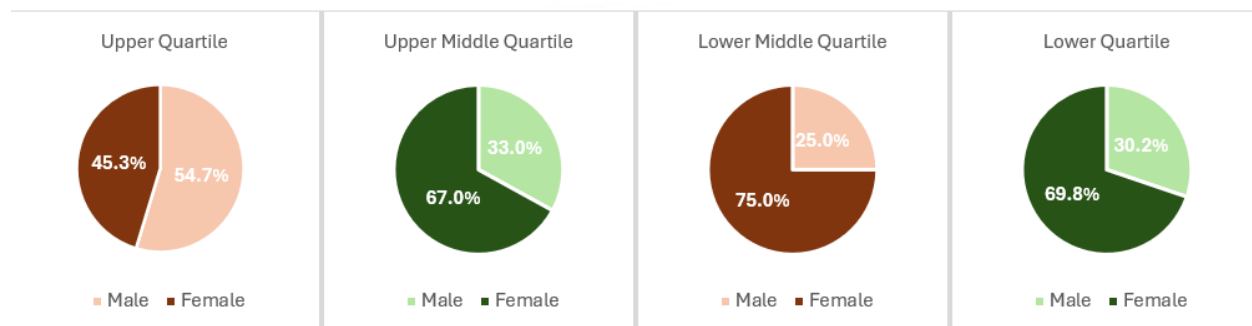
We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally 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 Gender Pay Gap	4.2 %
Median Gender Pay Gap	2.5%
Mean Bonus Pay Gap	-16.0%
Median Bonus Pay Gap	0.0%
Proportion of Men Receiving a Bonus	11.5%
Proportion of Women Receiving a Bonus	7.0%



Breakdown by Categories

At the snapshot date of 5 April 2023 GreenZone Cleaning & Support Services employed a total of 352 (35.4%) males and 642 (64.6%) females across the organisation in a variety of roles which attract different pay rates and salaries based on factors such as the type of role, responsibilities and seniority.

1. Gender Pay Gap

	Male	Female	Pay Gap
Mean	£12.86	£12.31	4.2%
Median	£11.95	£11.65	2.5%

The mean gender pay gap shows that on average female employees earned 4.2% less than male employees whilst our median shows that the gap sat at 2.5%. These figures have been calculated based on full pay relevant employees at the snapshot date, 546 females and 304 males.

2. Bonus Pay Gap

	Pay Gap
Mean	-16.0%
Median	0.0%

It should be noted that only Head Office employees qualify to earn a bonus. All bonuses are paid quarterly following successful completion of a six-month probationary period. In addition, bonuses are performance related.

The mean bonus pay gap shows that on average female employees were paid 16% more in bonuses than male employees. The bonus pay differential in favour of women is due to the number of Head Office employees still within their first six months of employment or not having earned their full yearly bonus at the snapshot date.

Our median bonus pay gap shows no gap between the bonus amount paid to men and women. This equality in bonus pay supports the position that any gender pay gap is the result of the roles in which men and women work within the organisation, and the salaries and bonuses that these roles attract, as performance is rewarded equally.

3. Proportion of men/women receiving a Bonus

	Male	Female
Proportion receiving bonus	8.7%	5.5%

As previously mentioned only Head Office employees qualify to earn a bonus.

On 5th April 2023, we employed 45 males and 42 females. All qualifying employees received their bonus payment, 35 males and 38 females. Based on these 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	117	97	54.7	45.3
Upper Middle Quartile	70	142	33.0	67.0
Lower Middle Quartile	53	159	25.0	75.0
Lower Quartile	64	148	30.2	69.8
TOTAL	304	546	35.8	64.2

We can see a higher percentage of women across the lower, lower middle and upper middle quartiles and only a small difference within the upper quartile, which appears to be in line with the overall employee female/male demographics.

In general terms, the Lower and Lower Middle quartiles include cleaning operatives earning National Minimum Wage (NMW) and above but below London Living Wage (LLW). The Upper Middle and the Upper Quartile include operatives earning LLW and above, as well as 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.

We are proud to be an equal opportunity employer and positively encourage applications from suitably qualified and eligible candidates regardless of their gender. GreenZone ensures that salaries and bonuses paid to all employees are directly linked to the roles individuals they undertake within the organisation. Opportunities for internal promotion are open to all employees and this has been one of the company's focus over the years. In addition, GreenZone promotes family friendly practices such as working from home and flexible working.

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 *Steve Trew*

Date 3rd April 2024