GENDER PAY GAP REPORT

GreenZone Cleaning & Support Services Ltd is required by law to publish annual gender pay gap information. This report relates to the snapshot date of 5 April 2025.

GreenZone is 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 or maternity, sexual orientation, gender reassignment or disability. The Company has a policy of paying employees equally for the same or equivalent work, regardless of sex.

The gender pay gap measures differences in average pay between male and female employees across the organisation. It is distinct from equal pay, which concerns equal pay for equal work or work of equal value. GreenZone operates across a range of roles, responsibilities and levels of seniority, with different rates of pay.

The figures below have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Summary

Indicator	Result
Mean gender pay gap	3.6%
Median gender pay gap	4.3%
Mean bonus pay gap	−4.4%
Median bonus pay gap	0.0%
Proportion of men receiving a bonus	14.4%
Proportion of women receiving a bonus	9.2%

Breakdown by categories

At the snapshot date of 5 April 2025, GreenZone employed 1,000 employees, comprising 593 women (59.3%) and 407 men (40.7%). For the purposes of calculating the mean and median gender pay gaps, the population comprises full-pay relevant employees, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Employees who received reduced or no pay during the relevant pay period, for example due to sickness absence or maternity leave, are excluded from these hourly pay calculations. Accordingly, the calculations are based on 876 full-pay relevant employees, comprising 509 women and 367 men. The bonus measures use the relevant employee population under the statutory methodology.

1. **Gender pay gap**

Measure	Gender pay gap
Mean	3.6%
Median	4.3%

These figures should be considered in the context of the different roles and responsibilities across the organisation, which attract different rates of pay. A gender pay gap does not, in itself, indicate unequal pay for the same or equivalent work.

2. **Bonus pay gap**

Measure	Gender pay gap
Mean	−4.4%
Median	0.0%

Only Head Office employees qualify for the Company's performance-related bonus arrangements. Bonuses are paid quarterly, with the first qualifying quarterly bonus payable after successful completion of the six-month probationary period. Eligibility and the timing of bonus payments therefore affect which employees receive a bonus during the reporting period.

The mean bonus pay gap of −4.4% indicates that women receiving bonuses received a higher average bonus than men receiving bonuses. The median bonus pay gap of 0.0% indicates no difference between the median bonus amounts paid to men and women. The calculations reflect bonuses paid during the reporting period and the eligibility criteria described above.

3. **Proportion of men and women receiving a bonus**

	Male	Female
Proportion receiving a bonus	14.4%	9.2%

As noted above, only Head Office employees qualify for bonuses, subject to successful completion of the six-month probationary period and the Company's performance-related arrangements. During the reporting period, 45 women and 50 men received a bonus. The statutory percentages of 9.2% for women and 14.4% for men are calculated using the relevant employee population, not only Head Office employees.

4. Pay quartiles

Pay quartile	Male	Female
Lower	33.3%	66.7%
Lower middle	61.2%	38.8%
Upper middle	68.0%	32.0%
Upper	36.5%	63.5%

GreenZone employs cleaning operatives and Head Office employees across different roles and pay levels. In general terms, cleaning operatives may be paid at rates ranging from the statutory minimum to the London Living Wage or above, depending on the contract. The upper pay bands can include both higher-paid cleaning operatives and Head Office employees.

Pay rates on some client contracts, including commitments to the London Living Wage, are influenced by contractual requirements. This can contribute to differences in rates of pay across the workforce.

What is GreenZone doing to address its gender pay gap?

GreenZone is committed to promoting equality of opportunity and fair treatment across the organisation. The Company recognises the importance of maintaining fair and consistent employment practices and ensuring that employees have access to opportunities regardless of gender.

Pay rates are determined by the nature of the role, responsibilities and applicable contractual arrangements, including client-specific pay requirements. The Company is committed to ensuring that employees undertaking the same or equivalent work are treated fairly and paid in accordance with its equal pay obligations.

GreenZone encourages applications from suitably qualified candidates regardless of gender and supports equal access to recruitment, internal promotion and career development opportunities. The Company also recognises the importance of supporting employees in balancing their professional and personal responsibilities through family-friendly employment practices, including flexible working arrangements and working from home where appropriate to the role. GreenZone remains committed to reviewing its employment practices, promoting equal opportunities and maintaining a fair and inclusive working environment for all employees.

Accuracy statement

I, Dan Sadler, Chief Executive Officer, confirm that the information in this statement is accurate.

Date: 03/04/26