



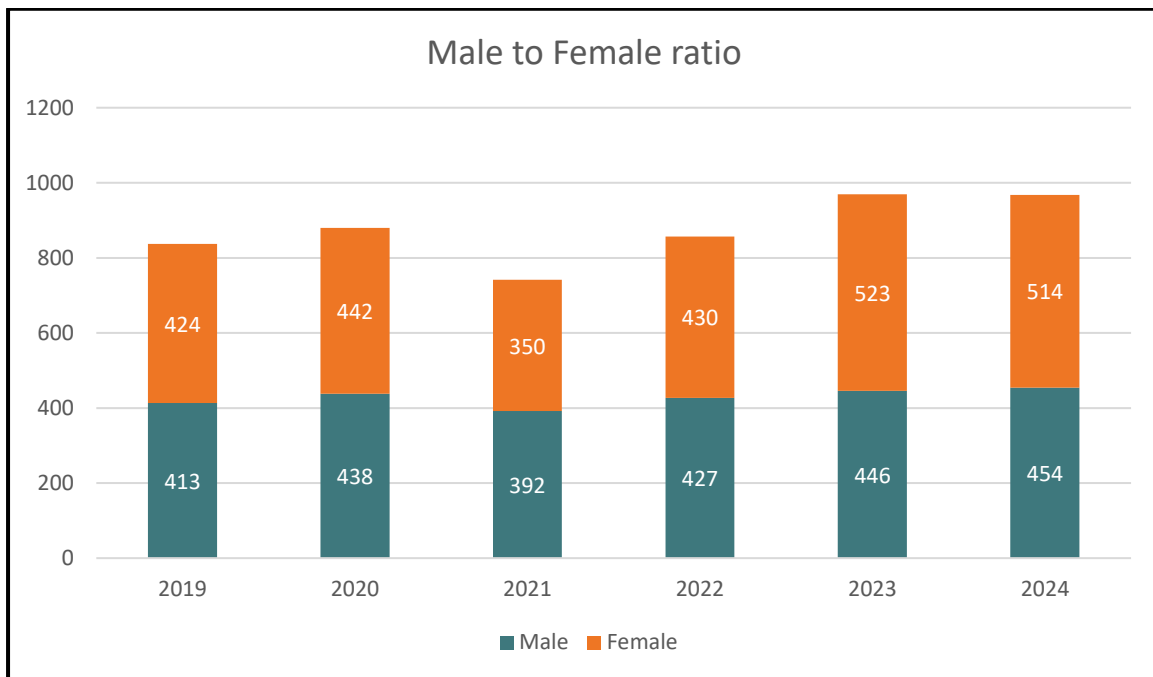
GENDER PAY GAP REPORT

5th APRIL 2024

The Gender Pay Gap is the difference in average earnings between men and women. As a company, we are committed to reducing the Gender Pay Gap as much as is possible.

Below we have detailed our Gender Pay Gap results and narrative.

	Male	%	Female	%	Total
Total Employees	446	46%	523	54%	969



PAY

	Male	Female	% Difference
Mean	£14.55	£13.50	7.2%
Median	£13.15	£12.93	1.7%

Mean = Average difference in pay based on each male colleagues hourly rate added together and divided by the total number of male colleagues and each female colleagues hourly rate added together and divided by the total number of female colleagues.

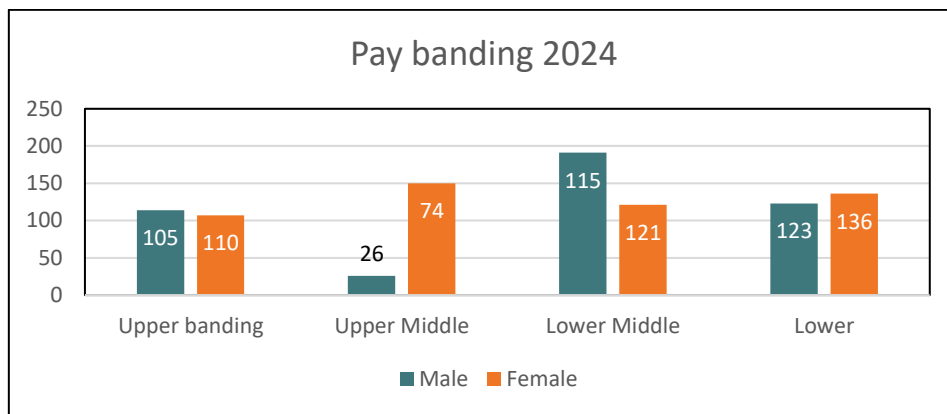
Median = Hourly rate of pay at the middle point of the total number of male and female colleagues.

This means that on average female colleagues at Regular Cleaning earn 7.2% less than male colleagues. In 2024 the gender pay gap for the UK was 13.1%. Meaning that Regular Cleaning are ahead of the rest of the UK in closing the gender pay gap. Whilst there has been a slight increase in the previous year's reporting we have a significantly lower gap.

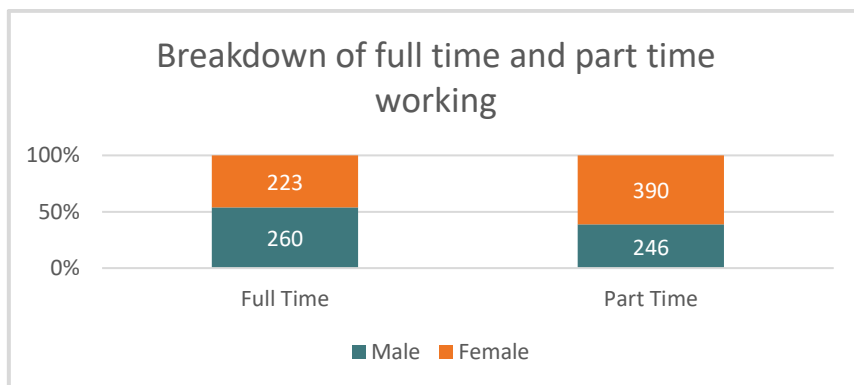


PAY BANDING/QUARTILES

	Male	Female	Male %	Female %
Upper banding (75-100%)	114	107	52%	48%
Upper Middle (50-75%)	26	150	15%	85%
Lower Middle (25-50%)	191	121	61%	39%
Lower (0-25%)	123	136	47%	53%
TOTAL	454	514	47%	53%



We continue the trend of having more females than males in the Upper Middle Pay Quartile which is really encouraging. There is only a slight difference between the number of males and females in the other quartiles, with the exception of the Upper Middle Quartile where there are a higher number of females, which would equate to more females in roles at our Service Support Centre and an increase of females in Assistant Contract Manager roles.



Reasons for slight differentiation between male and female employee pay

- We have a higher percentage of male executives to female executives.
- We have a higher percentage of male managers to female managers.
- We have a higher percentage of male assistant contract managers to females in the same role.
- We have a higher percentage of male site managers to female site managers
- We have a higher percentage of females in administrative positions
- We have more females than males in part time roles generally paid at a lower rate of pay.



Our strategy for closing this gap

- We work with all our clients to move towards paying London Living Wage or above to ensure that all roles within the business are fairly paid
- We are committed to creating inspiring stories about our colleagues to encourage more female colleagues into higher paid roles within the business
- Our Development and Wellbeing team are working with colleagues to increase their knowledge and skills to ensure they are ready for promotions when the opportunity arises
- Our mentoring scheme encourages and ensures promotion from within
- Have a clear succession plan and clear routes for progression in place for all colleagues
- As we have grown we have welcomed more females into our middle management teams and site based management teams.
- 46% of full time colleagues are female. We will be working with our hiring managers and our development team to look at promotion opportunities for our female colleagues into full time roles.
- We have a higher number of female colleagues than male colleagues with 61% of part time colleagues being female. Part time roles tend to be lower paid.
- Continue to interview a mix of males and females for each vacancy
- Continue to use structured interviews and job fit assessments when recruiting
- Continue to advertise salary bandings for positions where this is applicable
- Continue to work with primary carers to find reasonable adjustments to ensure they are able to work and provide care to their dependants
- Regular salary benchmarking to ensure pay remains fair and competitive
- Holding women only job fairs especially in Lewisham where there are a higher percentage of young females who are unemployed.

BONUS - We do not receive bonus payments.

	Male	Female	Difference %
Mean	0	0	0
Median	0	0	0
Number receiving bonus	0	0	0
% receiving bonus	0%	0%	0

These calculations are an accurate representation of our Gender Pay Gap as at 5th April 2024.

Gemma Bowers
Chief People and Culture Officer



CHARTS COMPARING THE GENDER PAY GAP FOR EACH YEAR OF REPORTING

