



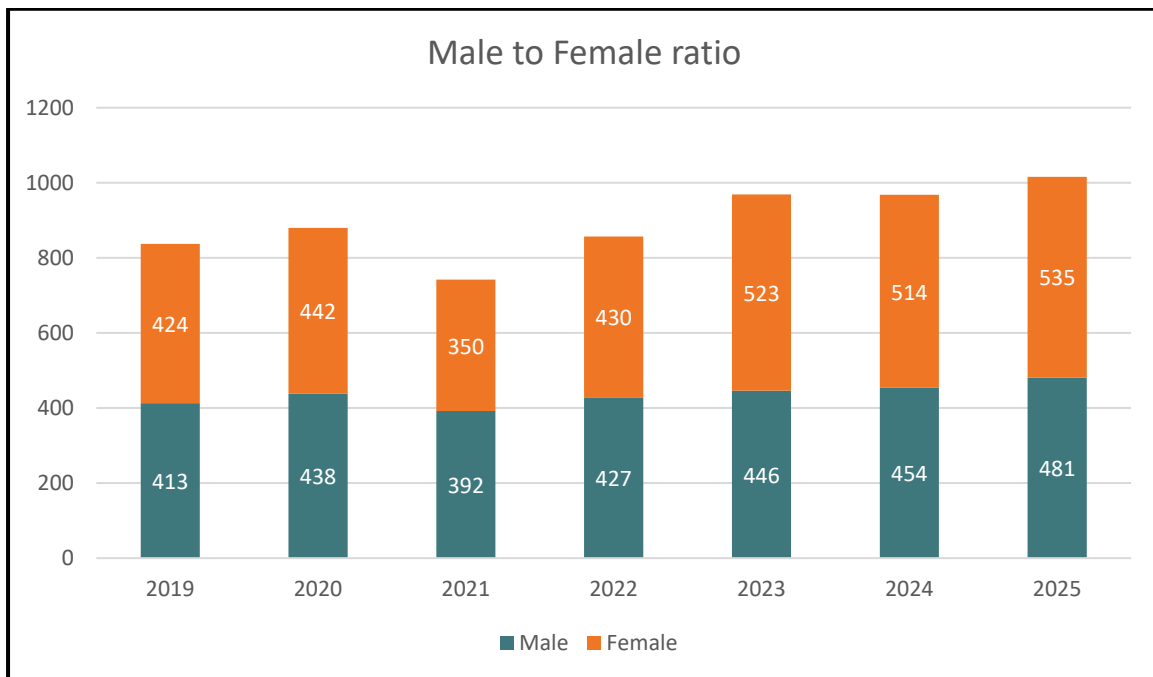
GENDER PAY GAP REPORT

5th APRIL 2025

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	481	46%	535	54%	1016



PAY

	Male	Female	% Difference
Mean	£15.38	£14.33	6.8%
Median	£13.85	£13.65	1.4%

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.

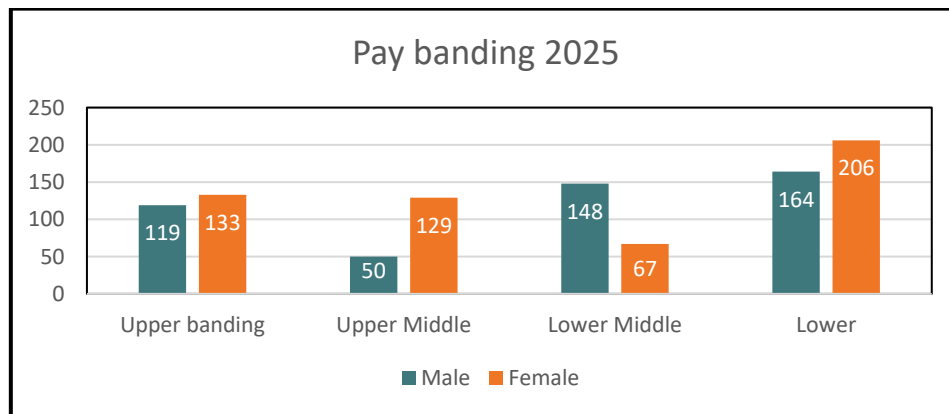
Median = Hourly rate of pay at the middle point of the total number of male and female colleagues.

This means that on average female colleagues at Regular Cleaning earn 6.8% less than male colleagues. In 2025 the gender pay gap for the UK was 12.8% for full and part time employees. Meaning that again, Regular Cleaning are ahead of the rest of the UK in closing the gender pay gap. We have decreased both our Mean and Median pay gap by 0.4% and 0.3% respectively from 2024's reporting.

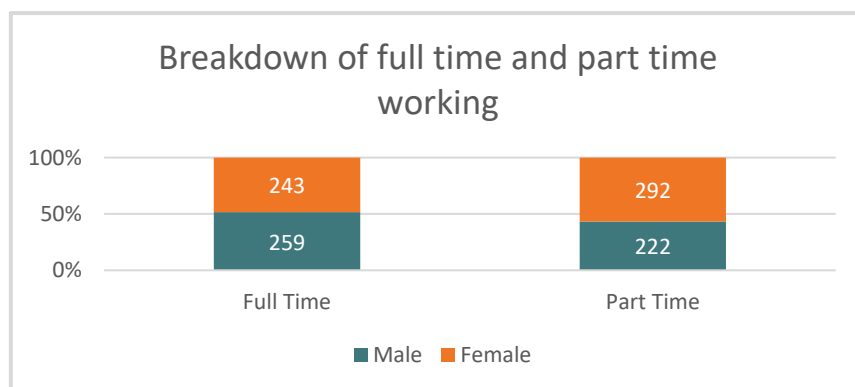


PAY BANDING/QUARTILES

	Male	Female	Male %	Female %
Upper banding (75-100%)	119	133	44%	56%
Upper Middle (50-75%)	50	129	28%	72%
Lower Middle (25-50%)	148	67	69%	31%
Lower (0-25%)	164	206	44%	56%
TOTAL	481	534	47%	53%



We continue the trend of having more females than males in the Upper Middle Pay Quartile which is really encouraging, due to more females in roles at our Service Support Centre and an increase of females in Operational Management and Site Manager roles.



Reasons for slight differentiation between male and female employee pay

- We have a higher percentage of males to females on the Senior Leadership Team.
- We have a higher percentage of male managers to female managers although this is changing.
- 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.
- The gap between the number of males compared to females in full time work is closing.



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. In 2025 we achieved 85% of colleagues paid at Real Living Wage or above.
- 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, working full time, into our middle management teams and site based management teams.
- 48% of full-time colleagues are female. A 2% increase on last year. 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.
- 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 female only events, especially with females who are unemployed, working with our charity partners to encourage females into the workplace.
- We have invested in the creation of a Gender Pay Gap dashboard detailing further analysis for us to better understand our workforce and how we can further close the Gender Pay Gap.

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 2025.

Gemma Bowers
Chief People and Culture Officer



CHARTS COMPARING THE GENDER PAY GAP FOR EACH YEAR OF REPORTING

