

Gender Pay Gap Report – 5th April 2021

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap Report provides an annual snapshot of the gender pay balance within Monthind Clean LLP on the 5th April 2021. Once again the number of employees that are full time relevant for this reporting period has been impacted by COVID-19, the number of full time relevant employees being impacted by those being placed on furlough, self-isolating or impacted by reduced working hours still. Of our workforce 9.7% were placed on furlough whilst 6.6% were either off isolating or reported sick.

Taking this information into consideration the Gender Pay Reporting still provides key information, the Gender Pay Report measures the difference between the average pay of all male and female employees, irrespective of their role or seniority, as well as the difference in bonus pay and the gender distribution across four pay quartiles. The company's gender split is detailed below:



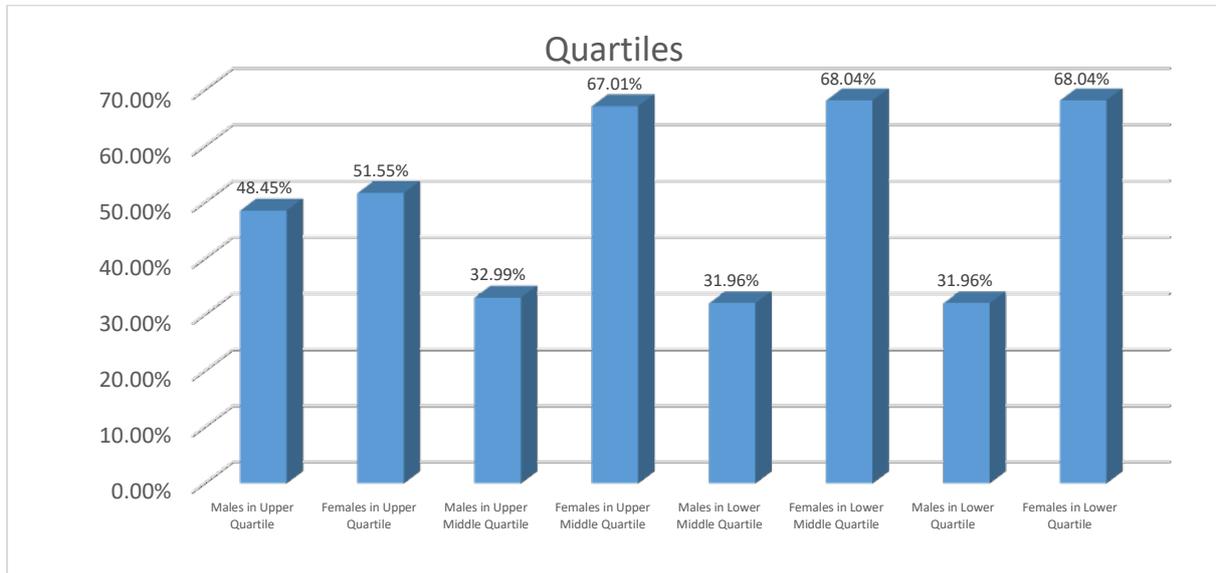
The commercial cleaning sector continues to see an imbalance of male and female employees, the gender split has remained the same as 2020, staff turnover during this period has been impacted by the pandemic. The cleaning industry continues to attract a predominantly female workforce for part times roles with full time, over 30 hour per week roles attracting broadly equal numbers of male and female staff.

Our mean gap (the difference between the average earnings of males and females) is 7.11%, this shows an improvement from 10.02% reported 5th April 2020. The recognised gender gap whilst showing improvement still remains wider than we would wish for, the challenges of the last twelve months have meant that any significant positive action in relation to this has been difficult. We will continue to take steps where possible to level up especially in senior management roles where historical imbalances remain.

Looking at our median (or midpoint) Gender Pay Gap this is -1.47% a significant improvement on 0.46% reported in 2020; some of this movement will be a correction with less employees being furloughed or sick than 12 months previous.

Bonus payments are made depending on length of service and operational rewards, the majority of the payments relate to length of service. The number of females receiving a bonus equates to 29.97% of all females employed whilst males receiving a bonus equates to 33.81% of those employed. The majority of bonuses paid are lower amounts paid as rewards to cleaning staff in line with our reward scheme, based on the number of female employees this distorts the mean and median figures, the mean was 18.28% lower for males and median the same for both males and females.

Looking at the four quartiles at all levels for this reporting period females make up a larger percentage than males, a positive change from 2020. We believe further improvement can be made especially in the upper quartile and we will as a company continue to address this issue and look to see more males spread across the quartiles, as stated in the opening comments the cleaning services industry continues to employ a predominantly part time female workforce which significantly impacts all aspects of gender pay.



We are pleased to see some improvements in the rebalancing of gender pay, some of the impacts of COVID-19 will undoubtedly impact these figures, the changes reported are however welcome. We continue to seek to upskill, promote and support our middle and junior female management to be able to move into more senior positions as they arise however as stated earlier in the report the challenges of rebalancing are in some ways linked to the employment demographic across the cleaning sector.

The percentages calculated are an accurate representation of our Gender Pay Gap as at 5th April 2021.

I, Anthony Felgate confirm that the published information is accurate

Anthony Felgate