

## Gender Pay Gap Report – 5<sup>th</sup> April 2023

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 Limited on the 5<sup>th</sup> April 2023. Of our 575 relevant employees 210 of these are not full time relevant, these employees have been excluded from our calculations due to sickness or absence and school closures over the school half term holidays, this significantly impacts the remaining number of employees to analyse. Whilst this impacts the quality of the overall information 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 of 365 full time relevant employees is 125 male (34.25%) and 240 female (65.75%).

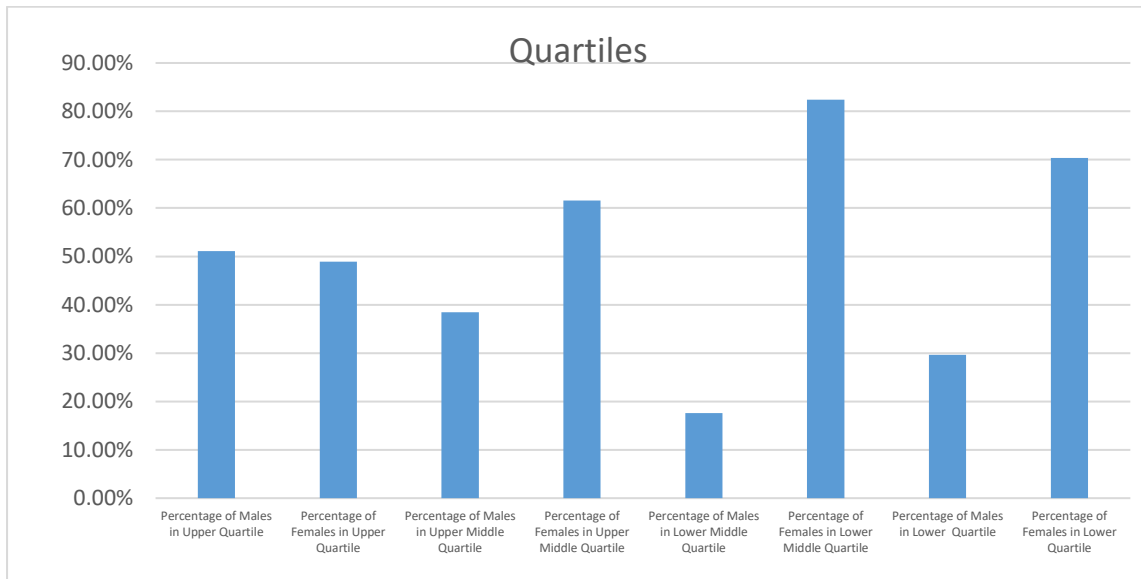
As reported in previous years the business continues to attract a predominantly female workforce for part times roles with full time, over 30 hour per week roles attracting broadly equal numbers of male and female staff. Senior Management continues to be predominately male which significantly impacts our gender pay gap.

Our mean gap (the difference between the average earnings of males and females) is 10.66%, this shows a rise from the 10.39% reported 5<sup>th</sup> April 2022, these percentages are consistent with historical data aside from the year ended 5<sup>th</sup> April 2021 which was impacted by the pandemic with limited data available for analysis. As a business we seek to continually address this gap however this continues to prove challenging with part-time lower paid roles being predominately filled by females. Within the Senior Management team of the business there has been little opportunity to increase the female workforce due to a lack of staff turnover at this level. Looking at our median (or midpoint) Gender Pay Gap this is 3.37% once again this being directly associated with the number of female part time employees compared to male employees.

There have been no bonus payments in the period that give rise to a charge to an employee's income tax.

Looking at the four quartiles at all levels with the exception of the upper quartile females make up a larger percentage than males, this reflects a similar position to that reported in 2022. Whilst we strive to continue to make improvement in all quartiles this continues to prove challenging due to

the nature of the part time workforce and the demographic of the working population that this attracts.



We will 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 remain in many ways linked to the employment demographic across the cleaning sector.

The percentages calculated are an accurate representation of our Gender Pay Gap as at 5<sup>th</sup> April 2023.

I, Anthony Felgate confirm that the published information is accurate

Anthony Felgate