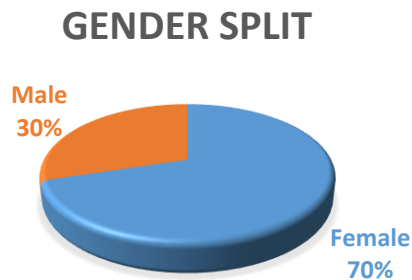


## Gender Pay Gap Report – 5<sup>th</sup> April 2018

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 5<sup>th</sup> April 2018. It 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:



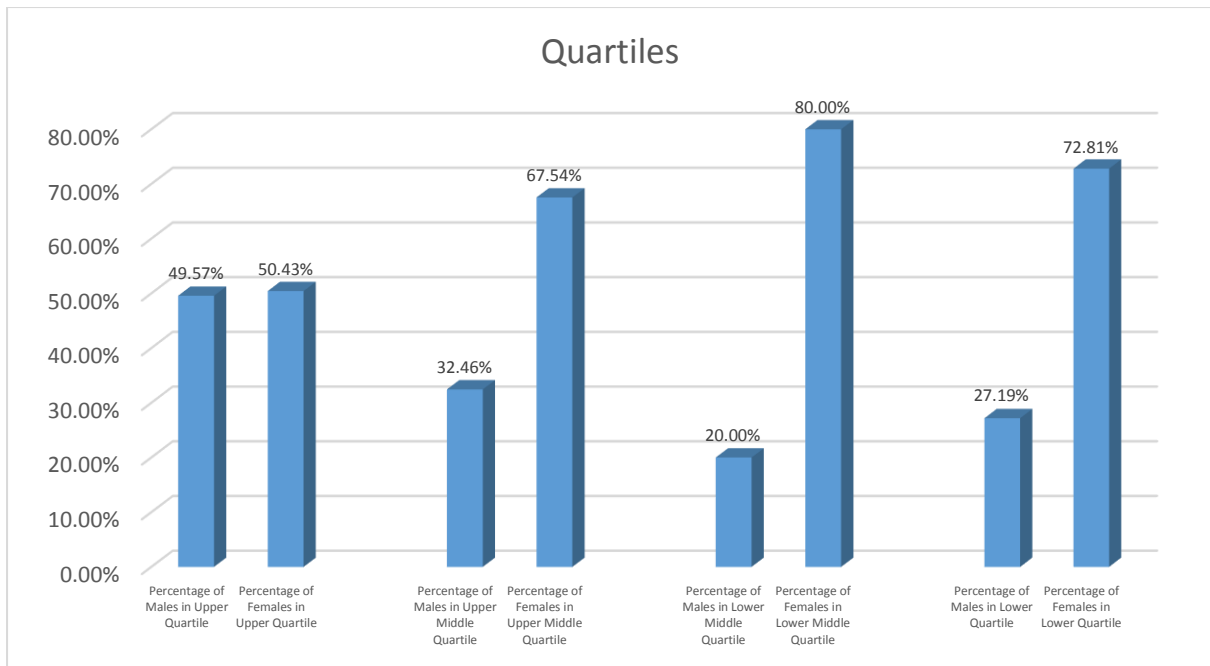
The commercial cleaning sector continues to see an imbalance of male and female employees, the gender split is similar to that reported for the 5<sup>th</sup> April 2017 showing a marginal increase in the percentage of female employees from 68% to 70%. The cleaning industry continues to attract a predominantly female workforce due to the part - time working and flexibility of hours it offers.

Our mean gap (the difference between the average earnings of males and females) is 10.49%. It is recognised by Monthind Clean LLP that there is a gender pay gap within the organisation, however this is due to a higher percentage of senior positions occupied by males within the company. Whilst the reason for this is as stated we remain focused on closing the mean gap.

Looking at our median (or midpoint) Gender Pay Gap this is 1.15%; this percentage indicates that both Males and Female's on average are paid broadly the same rate.

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 23.58% of all females employed whilst males receiving a bonus equates to 17.59% 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 24.8% higher for males and median 42.86% higher for males.

Looking at the four quartiles it is apparent from what has previously been published with our figures that more males sit in the upper quartile than any other quartile. This reiterates where the biggest gap is visible and action required. 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.



Whilst there is yet to be a significant positive rebalancing of gender pay in the data reported we are confident that the steps we have taken to reduce the gap in Gender Pay will over the next reporting period begin to show improvement. We have continued to upskill, promote and support our middle and junior female management to be able to move into more senior positions as they arise. The company continues to target a significant reduction in the 10% pay gap reported over the next five years. We will where practical continue to address any gaps and will continue to ensure that our policies and practices are fair.

The percentages calculated are an accurate representation of our Gender Pay Gap as at 5<sup>th</sup> April 2018.