

## **Gender Pay Gap Announcement**

Not Just Cleaning Limited (NJC) welcomes the opportunity to continue the reporting of our gender pay gap under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The company predominately works in regions, where the prevailing Living Wage Foundation pay rate is paid to the majority of our frontline colleagues.

### **Being transparent about gender pay**

NJC wish to be transparent as to the issues that are causing this gap (as with many sectoral organisations, due to the nature of the work, there are male-dominated departments within the company, for example, roped access.). We are also very clear about the steps that we shall take to ensure that our company is balanced and transparent from a gender perspective.

We are working to an action plan that we have been working on since 2017, with accountability for its delivery sitting with our HR Director and with our Managing Director and Board Directors. The plan, which will be published within our business for our people to see and measure our progress against, comprises a number of targeted interventions including a focus on our culture.

NJC has seen an increase in the number of women in its most senior roles, which is key to closing the pay and bonus gaps.

Our gender pay gap has reduced to 7.6%, from 13.4% from the previous year.

Our bonus gap has reduced to 61%, from 79% from the previous year

### **Understanding the gap**

We have implemented a plan that will ensure that analysing and reporting our gender pay gap annually, will provide a critical measurement against which we can consider our progress.

Our published figures have been derived using the mechanisms that are set out in the gender pay gap reporting legislation.

We are confident that our data shows that we have identified and are focusing on, the correct actions, it also shows that meaningful and sustained change will take time and consistent focus by our most senior leaders and a deep and consistent communication and promotion within our business.

Our aim is for everyone at NJC to be able to build and sustain a successful career. We believe this requires a combination of deliberate actions and ensuring that we provide an inclusive culture and an agile, flexible working environment for our people to operate in.

### **Calculation Gap**

- Mean Gender Pay Gap 7.65%
- Median Gender Pay Gap 7.53 %
- Mean Bonus Gender Pay Gap 61%
- Median Bonus Gender Pay Gap -28%

### Proportion of Males and Females receiving a bonus payment

- Male 8.6%
- Female 12.0%

### Quartile Bands

	Top	Upper Middle	Lower Middle	Lower
<b>Female</b>	39%	48%	67%	67%
<b>Male</b>	61%	52%	33%	33%

Bonuses paid to non-managerial employees are a fixed amount whilst bonuses paid to managers are a % of salary.

As part of our commitment to equality, we regularly monitor all aspects of equal opportunity with the work force, and address any areas where we feel the balance is not right.

Not Just Cleaning Limited (NJC) continues to be an ethical employer, using initiatives like the Gender Pay Gap reporting requirement to drive continual improvement.