

GENDER PAY GAP REPORTING

Introduction

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

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website.

We will use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

Written Statement

I can confirm that Steadfast Cleaning Company Limited have made our calculations based on employee gender by using our existing HR and payroll records, and that the published report which is available on our website and the designated Government Website is accurate and true.

Signed on Behalf of Steadfast Cleaning Company Ltd:

Name: Rob Humphrey

Position: Director

Managing Gender Pay Reporting April 2024

Difference in hourly rate of pay – mean

3%

Difference in hourly rate of pay – median

-2%

Difference in bonus pay – mean

0%

Difference in bonus pay – median

0%

Percentage of employees who received bonus pay

Male 0%

Female 0%

Employees by pay quartile Upper quartile

Male 36%

Female 64%

Upper middle quartile

Male 29%

Female 71%

Lower middle quartile

Male 28%

Female 72%

Lower quartile

Male 30%

Female 70%