

Facilicom

2018 Gender Pay Gap Report

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Introduction

Founded in the Netherlands, **Facilicom Group** is a facilities provider active in the field of cleaning, security, airport services, catering, education, employment agencies, facilities management, construction & contracting, and hotel & catering services throughout Western Europe.

Facilicom Group employs about 31,000 people in the Netherlands, Belgium and United Kingdom, and has an annual turnover of £1 billion.

In the **United Kingdom** Facilicom employs approximately 2500 staff and operates nationally in a wide range of sectors including manufacturing, food production, retail, housing associations, shopping centres, sports stadia and blue chip commercial. Here, its core focus is on providing cleaning and security solutions.

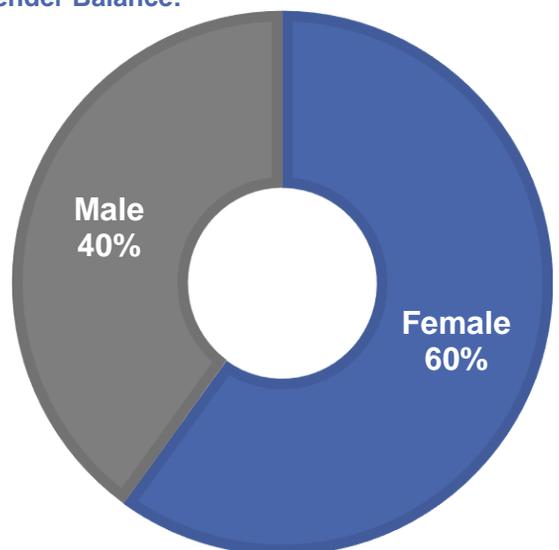
I confirm that our data has been calculated according to the requirements of the Equality Act 2017

A handwritten signature in black ink, appearing to read "Lesley Coates".

Lesley Coates
HR Director

Relevant employees at snapshot date: 1871

Gender Balance:



Report Methodology

What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women - regardless of the nature of their work - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

What is Equal Pay?

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent job.

The audit is not simply a data collection exercise. It entails a commitment to put right any pay inequalities and this means that there should be involvement and support from managers within the organisation to deliver necessary changes.



Croner Reward's proprietary tool is designed to rigorously test the fairness of an organisation's pay system through a variety of different tasks by analysing the required cross-sections of your organisation.

These include probing the pay differences between males and females for hourly pay and bonuses.

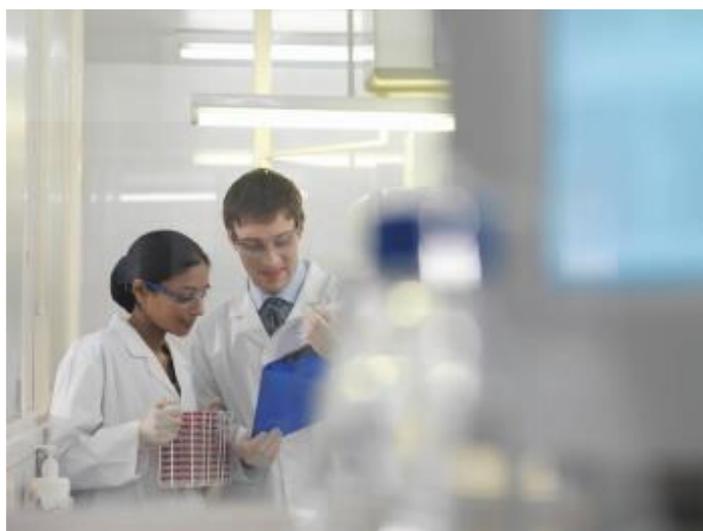
The output of this analysis indicates where, if at all, any risk and potential exposure exists. For both males and females, the essential features that have been analysed in this report are the base hourly full pay rates and bonus payments for all relevant employees.

The outcomes provided through our analysis highlight:

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in bonus payments
- The distribution of bonuses to male and female employees
- The percentage of male and female employees in each hourly rate quartile.

In our conclusions you will find:

- An illustration of the gaps or risks that exist
- Access to telephone advice and support

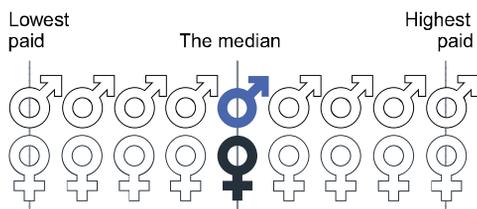


Report Methodology

How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data for relevant roles from the entire business which includes many different roles that bring a variety of rates of pay.

Imagine if all employees stood in two lines (male and female) in order of lowest hourly rate of pay to highest. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.



How are the Mean Gaps Calculated?

The mean gender pay gap shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.

Bonus Payment Calculations

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers. Both median and mean calculations are carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is also reported.

How are the Pay Quartiles Calculated?

As part of the gender pay report, we also show the percentage of men and women in each pay quartile.

Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before splitting the list into four equal-sized groups and calculating the

percentage of males and females in each.

What's Included in our Calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from April 2018 only, including ordinary pay and bonus pay.

Ordinary pay is not limited to basic pay, but also includes other types of pay such as pay for leave and shift premium pay. It doesn't include pay for overtime, pay relating to redundancy/ termination of employment, pay in lieu of leave or the value of benefits which are not in the form of money.



Analysis of Results

Summary

- The mean hourly full pay gap is **5.0%**; and the median hourly full pay gap is **5.3%**, both in favour of the **male** population.
- The mean bonus pay gap is **54.9%** in favour of **males**; and the median bonus pay gap is **-75%** in favour of **females**.
- **8.5%** of relevant **males** and **5.4%** of relevant **females** received a bonus payment in the twelve months preceding the snapshot date.

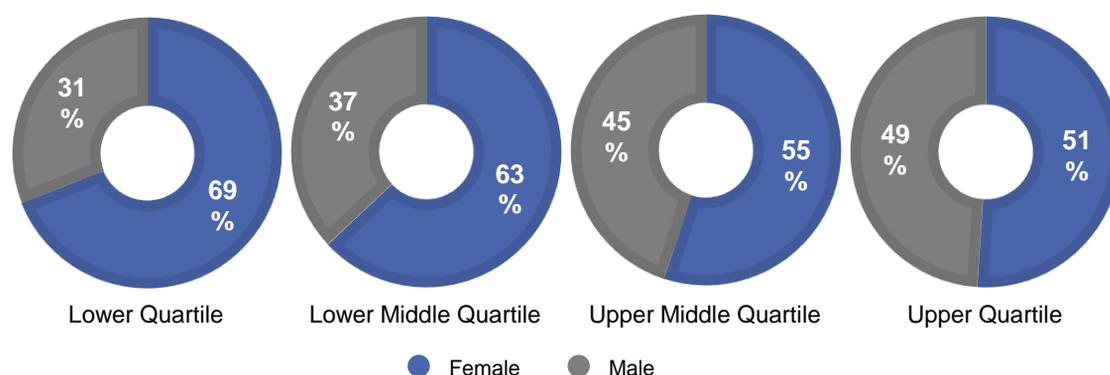
Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	£9.41	£8.21
Female	£9.22	£8.00
Male	£9.70	£8.45
Pay Gap	5.0%	5.3%

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile



Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£1,635.45	£175.00	60	5.4%
Male	£3,622.00	£100.00	64	8.5%
Pay Gap	54.9%	-75%		

Year on Year Comparison

Key Highlights

- The number of staff employed has reduced from 2,321 in 2017 to 1,871 in 2018 which has resulted in movement in the overall gender balance to 60% female and 40% male. In 2017, the gender balance was 59% female and 41% male; so this year highlights a slight improvement.
- In 2017, the **mean** hourly full pay gap was reported at 6.9% and the **median** hourly full pay gap was 6.7% – both in favour of the **male** workforce.
- This years' report illustrates a positive improvement in both the **mean** and **median** hourly pay gap, falling to **5%** and **5.3%** respectively (in favour of the male workforce).
- The **mean** bonus pay gap in 2017 was reported at 37.5% in favour of the **male** workforce; whilst the median bonus pay gap was -65.7% in favour of the **female** workforce.
- In this years' calculations, we report a **mean** bonus pay gap increase to **54.9%** in favour of **males**; and a **median** bonus pay gap increase to **-75%** in favour of females.
- In 2017, 7.6% of relevant females and 12.1% of relevant males received a bonus payment in the twelve months preceding the snapshot date. This year, the allocation of bonuses to relevant males and females has fallen to **8.5%** and **5.4%** respectively.
- At the time of the 2018 snapshot, there were fewer employees working than in the same period in 2017 which has some bearing on the Company's commitment to closing the gender pay gap.

Hourly Rate Comparisons

The differences between men and women.

	2017 Mean	2018 Mean	2017 Median	2018 Median
All	£8.91	£9.41	£7.85	£8.21
Female	£8.64	£9.22	£7.65	£8.00
Male	£9.29	£9.70	£8.20	£8.45
Pay Gap	6.9%	5.0%	6.7%	5.3%

Bonus Pay Comparisons

Bonus pay differences between men and women.

	2017 Mean Bonus	2018 Mean Bonus	2017 Median Bonus	2018 Median Bonus
Female	£1,057.16	£1,635.45	£290.00	£175.00
Male	£1,693.11	£3,622.00	£157.00	£100.00
Bonus Gap	37.5%	54.9%	-65.7%	-75%

Conclusions

This summary is based on data for **1,871** relevant employees.

What do the Results Show?

The workforce includes mainly customer facing roles and office-based staff based at head office.

The overall **median** gender pay gap (as at April 2018) has fallen to **5.3%** which is significantly lower than the UK national average of 18.1%. At the **mean**, it has fallen to **5%**.

The main cause of the overall gender pay gap is that there are more women than men in the lower paid roles which is reflective of the sector in which we operate.

The **median** bonus gap is **-75%** as a result of more female employees being employed in roles that were more directly influential on the organisation and which were entitled to receive a bonus.

The **mean** bonus gap is **54.9%**, influenced by a higher proportion of male employees working in senior management positions.

In addition to being significantly below the UK national average, this years' hourly pay gap results demonstrate that we are already making positive progress. As a business, we are committed to continuously exploring how we can close any gaps that exist within our organisation to create a better gender balance, given that we employ more women than men. We practice equal opportunities, we firmly believe in appointing the best candidate into the role regardless of their gender or other factors covered by the Equality Act.

We believe our gender balance will continue to change as we continue to address all aspects of diversity.



How Can Croner Help?

Croner is a leading provider and pioneer of support for HR & employment law, health & safety and pay & benefits. We have a team of experts who can advise you on what steps you can take next, in light of the findings of this report.

As a part of this report, Croner provide you with free access to HR & employment law advice service to discuss any exposure/ risks you may have as a result of this report.

Our advisory team can be reached on:
0844 728 0037.

Croner Reward Additional Services

Croner Reward has supplied organisations of all sizes with remuneration statistics and advice for over 40 years and is now widely recognised as one of the leading providers of pay and benefits data in the UK.

Through the publication of the UK's widest range of salary reports, Croner Reward has developed one of the largest pay databases in the country and provides pay statistics to an extensive variety of UK and international organisations as well as Government Departments, several national and specialist publications and a number of leading professional institutes.

Other services include:

- Salary Benchmarking
- Pay & Grading
- Bespoke Salary Surveys
- Market Rate Reports
- Pay & Benefits Consultancy
- Job Evaluation & SalarySearch Software

What Should You Do Next?

Ahead of making this information publicly accessible on your Company website by April 4th, you may wish to consider a formal review of your pay structure; or at the very least an organisation or departmental salary benchmarking exercise to help examine any weaknesses that exist and support the written statement. This is something which Croner can assist with.

If you have any questions or require further information regarding our additional services, please call us on **0808 145 3490.**



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