

Tenon fm is required by law to publish an annual gender pay gap report.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our business. It will not involve publishing individual employee data. We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April 2017.

This is the report for the snapshot date of 5 April 2017.

- The mean gender pay gap for Tenon fm is 6.4%
- The median gender pay gap for Tenon fm is 1.5%
- The mean gender bonus gap for Tenon fm is 50.1%
- The median gender bonus gap for Tenon fm is 17.1%
- The proportion of male employees in Tenon fm receiving a bonus is 14.8% and the proportion of female employees receiving a bonus is 13.6%

Pay Quartiles by Gender			
Band	Males	Females	Description
A	46.7%	53.3%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	37.7%	62.3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	53.1%	46.9%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	50.1%	49.9%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Tenon fm gender pay gap?

Tenon fm is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Tenon fm believes that its gender pay gap is the result of the roles in which men and women work within the business and the salaries that these roles attract. As a facilities management service provider, our experience is often men or women are over represented in specific roles. For example, general cleaning roles, which tend to be lower paid are traditionally dominated by women whilst specialist cleaning, such as windows and carpet / deep cleaning and engineering is higher paid and tends to be dominated by men.

While Tenon fm's gender pay gap compares favourably with that of organisations within the facilities management sector, this is not a subject about which the Company is complacent, and it is committed to doing everything that it can to reduce the gap. However, the Company also recognises that its scope to act is limited in some areas, for example, it has no direct control over the type of occupation individuals choose to take or the career choices that they make.

How will Tenon fm address the gender pay gap?

The Company will:

- Encourage both male and female to apply for job opportunities within the business
- Carry out pay and benefit audits at regular intervals
- Valuate job roles and pay grades as necessary to ensure a fair structure
- Raises awareness about the importance and benefits of gender balance in the business on the intranet
- Provide training for all managers and other staff members who are involved in pay reviews.

None of these initiatives will, in itself, remove the gender pay gap. It may be several years before some have any impact at all. In the meantime, Tenon fm is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the company intranet.

I, Colin King, CEO, confirm that the information in this statement is accurate.

Signed: Colin King.

Date: 4th MARCH 2018.