Tenon FM – Gender Pay Gap Report

Tenon FM is a fast-growing cleaning and facilities management company. We offer an extensive and premium range of quality services tailored to the specific requirements of more than 100+ customers across 1000+ locations in the UK.

The gender pay gap report shows the difference between the average earnings of men and women across the workforce. This involves carrying out calculations that show the difference in percentages for each category.

- The mean and median for Gender Pay Gap
- The mean and median for Gender Bonus Gap
- The proportion of males & females receiving a bonus

Summary of Results as of 5th April 2025

- The mean gender pay gap for Tenon FM is 7.17%
- The median gender pay gap for Tenon FM is 0.68%
- The mean gender bonus gap for Tenon FM is 89.96%
- The median gender bonus gap for Tenon FM is 96.43%
- The proportion of male employees in Tenon FM receiving a bonus is 1.54% and the proportion of female employees receiving a bonus is 0.29%

Pay Quartiles by Gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Pay Quartiles by Gender			
Band	**Description**	**Males**	**Females**
A	Includes all employees whose standard hourly rate places them at or below the **lower quartile**	27.72%	72.28%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below	30.31%	69.69%
C	Includes all employees whose standard hourly rate places them above the median but at or below the	32.38%	67.62%
D	Includes all employees whose standard hourly rate places them above the **upper quartile**	43.93%	56.07%

Why do we have a gender pay gap?

Legally, males and females must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Tenon FM is committed to the principle of equal opportunities, equal treatment and equal pay 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 males and females work within the business and the salaries that these roles attract. We believe that our gender pay gap is impacted by the industries we work for. For example, we have a large proportion of cleaning sites that are located at schools, and the majority of these sites come with term time contracts which generally attract more females than males.

How does our gender pay gap compare with that of others?

The mean gender pay gap for the whole economy (according to the 2025 Office for National Statistics (ONS) provisional data set) is 13.4%. An increase of 0.3% compared to previous, we are proud at Tenon FM to share our mean gender pay gap of 9.01%, reduced to 7.17%. Not only have we consistently remained lower than the whole economy and our sector, we have continuously reduced the gender pay gap compared to previous years. At Tenon FM 0.68%, is our median gender pay gap, this remains lower than the whole economy, our sector and previous years.

What has Tenon FM been doing to close the gap?

- We have reviewed and updated our HR-related company policies and handbook.
- We published and updated family-friendly policies.
- We have introduced benefits relating to health and financial wellbeing.
- We have clarified our position on hybrid/remote working.
- We have created and implemented an annual pay review process which is based on performance.
- We have created a process by which bonuses will be reviewed and paid out.
- We created awareness of our policy on menstruation and menopause.
- We created open forum discussions about Menopause and Andropause.
- We have hired more females in leadership roles to further close to the gender pay gap.
- We have updated our recruitment assessment processes.

The company continues to be committed to doing everything that it can to reduce the gap. It should be noted that this year shows the positive progress we have made in every quartile of our workforce to improve our overall gender pay gap. However, the Company also recognises that its scope is limited in some areas, as it has no direct control over the type of occupation individuals choose to take or the career choices that they make.

The Company will continue to encourage both males and females to apply for job opportunities and provide complete transparency during our recruitment process by showing job salaries, ensuring we have clear role descriptions, including our company benefits and advertising roles internally. We ensure that males and females have the same starting salaries in comparable roles.

We will also continue to reduce the pay gap by updating our family-friendly policies to ensure these are relevant for our employees, including Flexible Working, Paternity, Maternity and Adoption leave.

Tenon fm are looking for further opportunities to overcome our gender pay gap including:

- Continuing to review our current benefits offering
- reviewing and benchmarking our salaries
- sharing awareness of our family-friendly policies
- reviewing current training and development opportunities
- reviewing our performance management process

We are continuing to make positive steps towards levelling out the gender pay gap, but recognise that this is an industry challenge where there are fewer males in the sector which requires further time and commitment.



Anuj Chopra
HR Director