

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.

This is the report for the snapshot date of 5 April 2021.

- The mean gender pay gap for Tenon fm is 11.0%
- The median gender pay gap for Tenon fm is 4.0%
- The mean gender bonus gap for Tenon fm is 53.1%
- The median gender bonus gap for Tenon fm is 53.4%
- The proportion of male employees in Tenon fm receiving a bonus is 1.5% and the proportion of female employees receiving a bonus is 1.3%

Pay Quartiles by Gender			
Band	Males	Females	Description
A	31.2%	68.8%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	29.0%	71.0%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	35.8%	64.2%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	49.8%	50.2%	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 part-time in nature and 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 FM 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. It should be noted that there has been a sustained even split of the Upper Quartile earnings, which demonstrates our commitment to equal opportunity in recruitment, training and development, remuneration.

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.

The Company will continue to encourage both male and female to apply for job opportunities within the business and carry out pay and benefit audits at regular intervals.

I, Madeline Dennehy, HR Director, confirm that the information in this statement is accurate.

Signed:

