



## 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 men's and women's average earnings across the workforce. This involves carrying out calculations that show the difference in percentages for each category.

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

### Summary of Results as of 5 April 2023

- The mean gender pay gap for Tenon FM is 9.79%
- The median gender pay gap for Tenon FM is 3.94%
- The mean gender bonus gap for Tenon FM is 23.7%
- The median gender bonus gap for Tenon FM is -52.4%
- The proportion of male employees in Tenon FM receiving a bonus is 4.4% and the proportion of female employees receiving a bonus is 1%

### 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 <b>lower quartile</b>	22.8%	77.1%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below	31.2%	68.7%
C	Includes all employees whose standard hourly rate places them above the median but at or below the	35.8%	64.1%
D	Includes all employees whose standard hourly rate places them above the <b>upper quartile</b>	50.3%	49.6%

### 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. As a facilities management service provider, our experience is that males or females are over-represented in specific roles. For example, general cleaning roles, tend to be part-

time in nature and dominated by females, whilst specialist cleaning, such as windows, carpet, deep cleaning and engineering tends to be full-time in nature, higher paid and tends to be dominated by males.

We also believe that our gender pay gap is impacted by the industries we work for. For example, we have a large proportion of cleaners 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 2023 Office for National Statistics (ONS) provisional data set) is 13.2%, while in the service industry sector, it is 14.3%. At Tenon FM 9.79%, is our mean gender pay gap which remains lower than the whole economy and our sector.

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#### **What has Tenon FM been doing in 2023 to close the gap?**

- We have reviewed our HR-related company policies and handbook.
- We are due to publish our 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 a process by which bonuses will be reviewed and paid out.

#### **How are Tenon FM closing the gap?**

The company continues to be 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 & development and remuneration.

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 their career choices.

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  
Head of HR