

Facilicom

2019 Gender Pay Gap Report

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Introduction

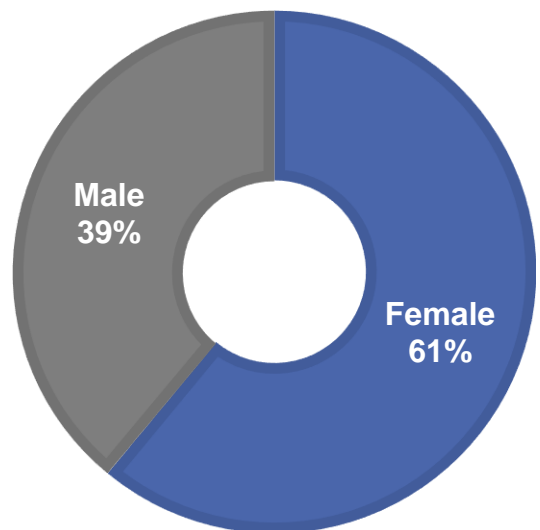
Facilicom Group, founded in the Netherlands, is a facilities provider active in the field of cleaning, security, airport services, catering, education, employment agencies, facilities management, construction & contracting, and hotel & catering services throughout Western Europe.

The company increasingly supplies to its customers combinations of services - bundled into one integrated package. Since 2014, Facilicom Group is also active in healthcare. Facilicom Group employs about 26,000 people in the Netherlands, Belgium and United Kingdom, and has an annual turnover of £1bn.

In the United Kingdom we currently employ approximately 2,500 staff and operate nationally. Here our core focus is on providing cleaning and security solutions to a wide range of sectors including manufacturing, food production, retail, housing associations, shopping centres, sports stadia and blue chip commercial.

Full pay employees at snapshot date: 1826

Gender Balance:



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

Lesley Coates
HR Director

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 pay quartile.

In our conclusions you will find:

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

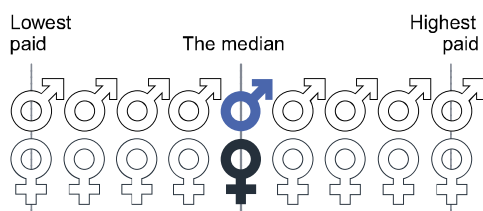


Report Methodology

How are the Median Gaps Calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data for full pay employees across 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 5th 2019**, 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 allowances, full pay for leave (including sick, maternity, paternity, adoption) 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

In Summary

- The hourly pay calculations are based on **1,826 relevant employees**.
- Bonus calculations are based on **1,830 relevant employees**.
- The **mean** hourly full pay gap is **9.8%**; and the **median** hourly full pay gap is **4.2%**, both in favour of the **male** workforce.
- The **mean** bonus pay gap is **55.3%** in favour of **males**; and the median bonus pay gap is **zero**.
- **11%** of all relevant **males** and **6%** of all relevant **females** received a bonus payment in the twelve months preceding the snapshot date.

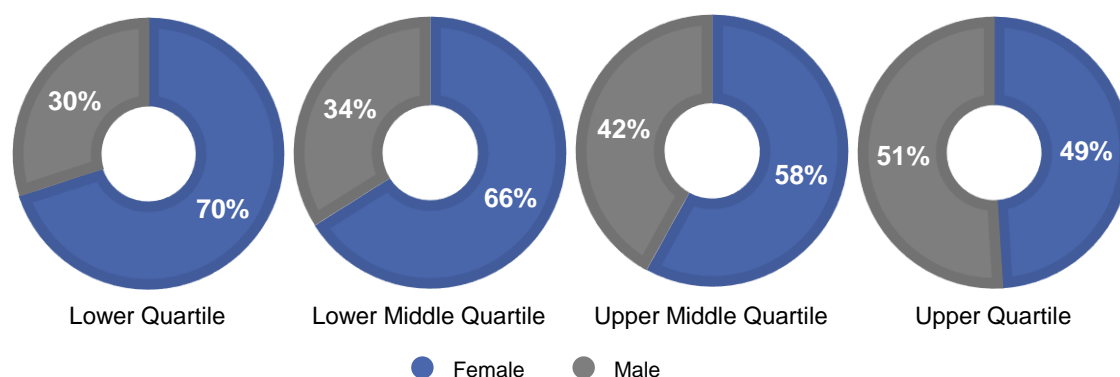
Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	£9.73	£8.64
Female	£9.34	£8.50
Male	£10.34	£8.87
Pay Gap	9.8%	4.2%

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	£1,235.34	£450.00	68	6%
Male	£2,763.59	£450.00	78	11%
Pay Gap	55.3%	0%		

Year on Year Comparison

Key Highlights

- The number of relevant full pay employees included in this report has reduced from 1,871 in 2018 to **1,826**. Despite this, the overall gender balance remains broadly the same.
- In 2018, the **mean** hourly full pay gap was reported at 5.0% and the **median** hourly full pay gap was 5.3% – both in favour of the **male** workforce.
- This years' report illustrates a slight increase to **9.8%** at the **mean**; but a reduction to **4.2%** at the **median**. Both remain in favour of the **male** workforce.
- The **mean** bonus pay gap in 2018 was reported at 54.9% in favour of the **male** workforce; whilst the median bonus pay gap was -75% in favour of the **female** workforce.
- In this years' calculations, we report a slight increase in the **mean** bonus pay gap to **55.3%** but by contrast a **median** bonus pay gap of **zero**.
- In 2018, 5.4% of relevant **females** and 8.5% 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 increased slightly to **11%** and **6.1%** respectively.

Hourly Rate Comparisons

The differences between men and women.

	Mean Comparisons			Median Comparisons		
	2017	2018	2019	2017	2018	2019
All	£8.91	£9.41	£9.73	£7.85	£8.21	£8.64
Female	£8.64	£9.22	£9.34	£7.65	£8.00	£8.50
Male	£9.29	£9.70	£10.34	£8.20	£8.45	£8.87
Pay Gap	6.9%	5.0%	9.8%	6.7%	5.3%	4.2%

Bonus Pay Comparisons

Bonus pay differences between men and women.

	Mean Bonus Comparisons			Median Bonus Comparisons		
	2017	2018	2019	2017	2018	2019
Female	£1,057.16	£1,635.45	£1,235.34	£290.00	£175.00	£450.00
Male	£1,693.11	£3,622.00	£2,763.59	£157.00	£100.00	£450.00
Bonus Gap	37.5%	54.9%	55.3%	-65.7%	-75%	0%

Conclusions

This summary is based on data for **1,826** 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 2019) has fallen once again to **4.2%** which is significantly lower than the UK national average of 17.8%. At the **mean**, it has increased to **9.8%**.

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.

We are pleased to report that the **median** bonus gap is zero. However the **mean** bonus gap is largely unchanged at **55.3%**, 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.

Additional Services

Croner Reward has supplied organisations of all sizes with remuneration statistics and advice for over 45 years and is now widely recognised as one of the leading providers of pay and benefits data in the UK.

Through collection of the UK's widest range of salary information, 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 Consultancy
- Bespoke Surveys
- Market Rate Reports
- 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 **0844 728 0103.**



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