



GENDER PAY GAP REPORT 2023

FOREWORD

As SBFM Limited navigates the complexities of modern workplaces, striving for equity is paramount. Within the realm of equality, the gender pay gap stands as a persistent and pressing challenge.

In producing this Gender Pay Gap Report, SBFM Limited demonstrates its commitment to transparency, accountability, and progress. By exploring the gender pay differentials within our organisation, we embark on a journey of improvement & development. This report is not just a document; it is a declaration of our commitment to foster an inclusive culture where every individual is valued and compensated fairly, irrespective of gender.

The insights from this report are not isolated observations but vital signposts on the path to a more just and equitable future. They serve as a starting point for meaningful conversations, informed policies, and targeted interventions aimed at narrowing the gender pay gap.

Addressing the gender pay gap requires a multifaceted approach encompassing recruitment, promotion, training, and organisational culture. It necessitates focused leadership commitment, employee engagement, and stakeholder collaboration. This report is a call to action for all stakeholders—Managers, Heads of Departments, employees, and teams to join in dismantling barriers, challenging biases, and creating pathways to equality.

While the journey ahead may be arduous, let us draw inspiration from the progress already achieved within SBFM Limited and the transformative potential achievable. Together, we will build a future where talent knows no gender and where every individual can thrive and contribute fully to the success of SBFM Limited.

Thank you for engaging with this report, for your commitment to equality, and for your dedication to creating a workplace where everyone can flourish.



ABOUT SBFM LIMITED

Formed in 2013, SBFM has grown rapidly to become a leading provider of soft services across the UK and Republic of Ireland (ROI) with over 5,600 directly employed staff serving more than 3,500 sites.

SBFM is a national provider of soft FM services across a range of sectors including corporate, retail, logistics, manufacturing, hospitality, education, and leisure. A young, agile, dynamic company that offers facilities services for the 21st century, SBFM's core business is achieving excellence in the delivery of cleaning and associated soft facilities management services to multi-site client portfolios.

Our Core activities include contract cleaning, window cleaning, deep cleaning, sanitisation, fogging, periodic cleaning, reactive cleaning, specialist cleaning, and consumables.

 PRIVATE COMPANY

 INDEPENDENTLY Owned

 INDUSTRY LEADING Experience

 FULL UK COVERAGE

 **4,300+**
Employees

 **3,500+**
Sites

KEY SECTORS

- Leisure & hospitality
- Retail
- Corporate
- Logistics & distribution
- Manufacturing
- Education
- Healthcare

SERVICES

 Contract Cleaning	 Window Cleaning	 Deep Cleaning
 Specialist Cleaning	 Washroom Services	 Consumables
 Security	 Catering	 Pest control

WHAT IS THE GENDER PAY GAP?

Every year employers with more than 250 employees must report the following data:



Gender pay gap



Gender bonus gap



Proportion of men and women receiving bonuses



Proportion of men and women in each quartile of the organisation's pay structure.

The gender pay gap is not the same as equal pay. The gender pay gap is the **difference between average male and female pay across the organisation and across all roles**. Equal pay means that men and women receive the same pay for carrying out the same work or equivalent work.

Average Unadjusted Pay Gap

Median (Middle) **0%**

Mode (Average) **0%**



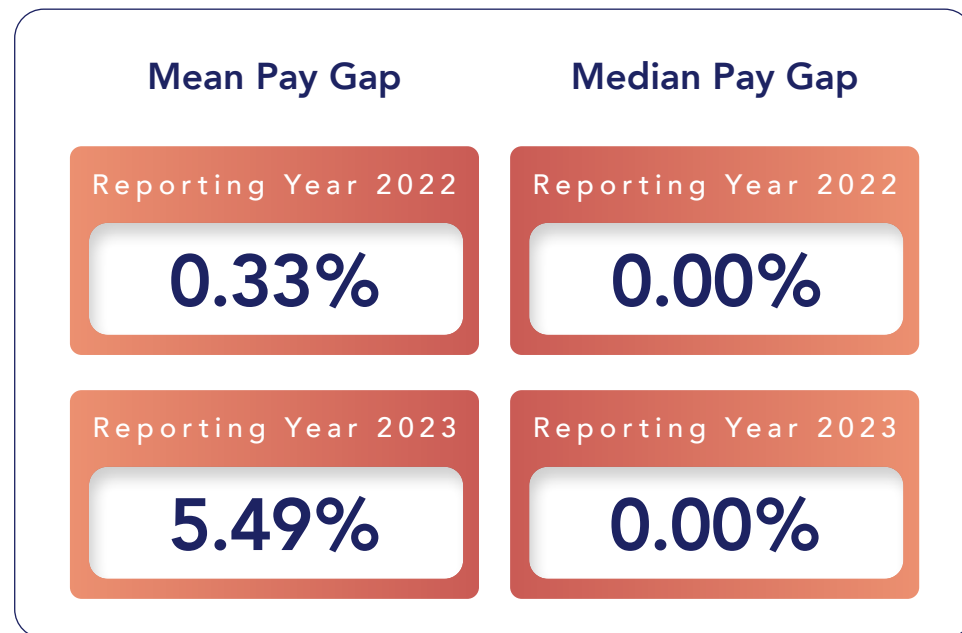
OUR GENDER PAY GAP DATA FOR APRIL 2023

SBFM Limited employs 250 or more employees within the UK. The following table displays the overall gender pay gap data for SBFM Limited.

MEAN & MEDIAN GENDER PAY GAP

The **mean** gender pay gap is the difference in average hourly rates of pay that male and female colleagues receive, expressed as a percentage of male colleagues' earnings.

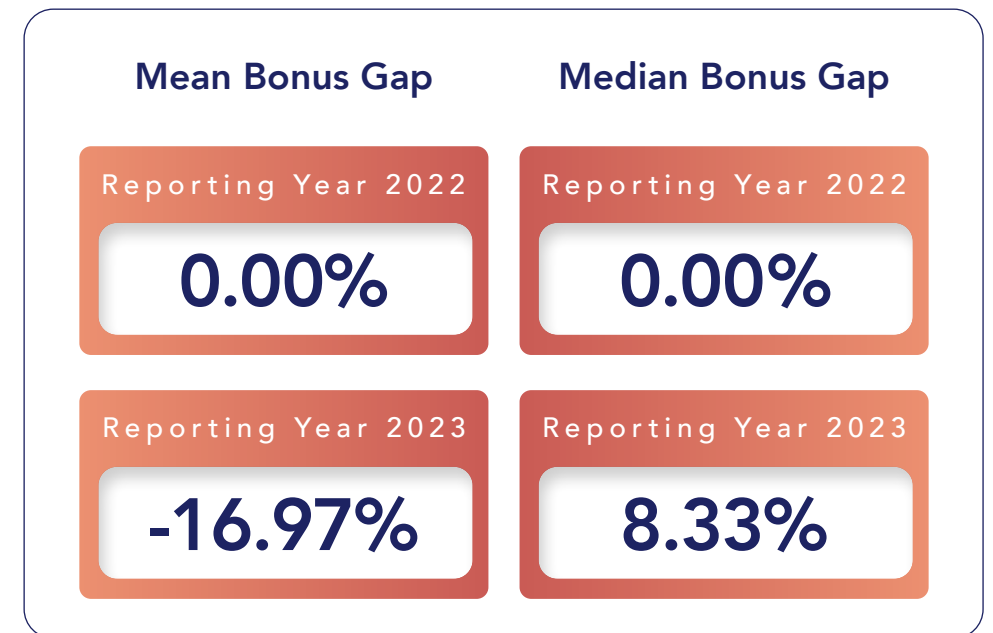
The **median** gender pay gap is the difference in the midpoints of the ranges of hourly rates of pay for men and women, expressed as a percentage of male colleagues' earnings.



MEAN & MEDIAN GENDER BONUS GAP

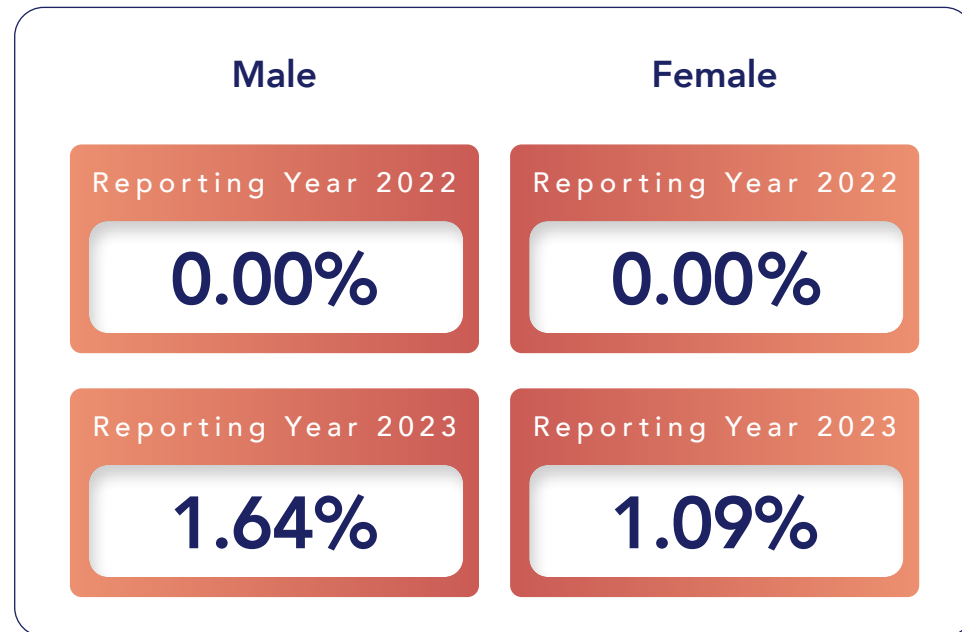
The **mean** gender bonus gap is the difference in average bonus pay that male and female colleagues receive, expressed as a percentage of male colleagues' earnings.

The **median** gender bonus gap is the difference in the midpoints of the ranges of bonus pay received by men and women, expressed as a percentage of male colleagues' earnings.

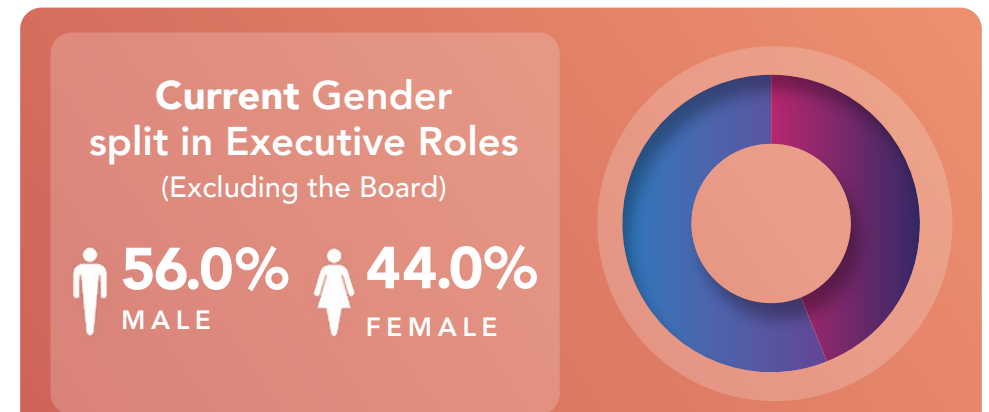
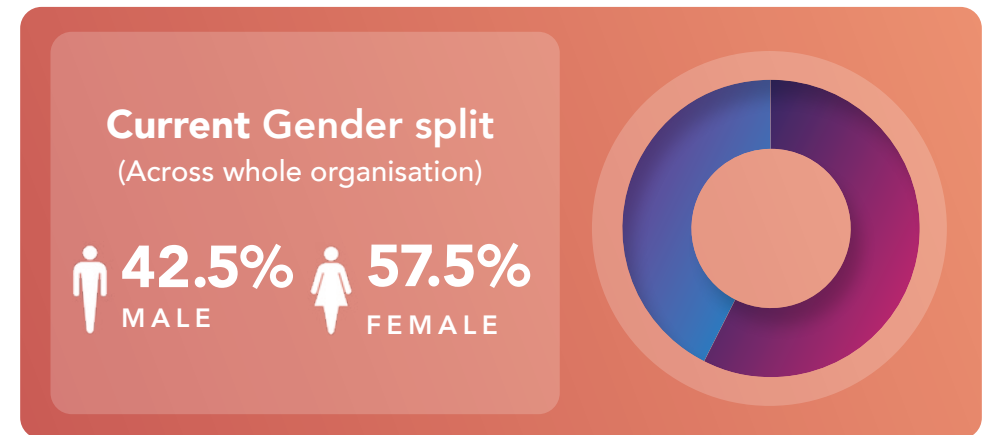


% OF EMPLOYEES RECEIVING A BONUS

This is the percentage of men and women who received bonus pay in the 12 months up to 5th April 2023.



WORKPLACE DIVERSITY STATISTICS



Minority Groups
(Executive Males)

MALE 10%

Minority Groups
(Executive Females)

FEMALE 9%

Year	Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
2022	Male	34.24%	45.28%	63.63%	71.43%
	Female	65.76%	54.72%	36.67%	28.57%
2023	Male	47.47%	39.75%	38.2%	44.04%
	Female	52.53%	60.25%	61.28%	55.96%

A key contributor to our gender pay gap is that we have a structure which is mainly comprising of employee in a similar role / capacity which therefore attracts a consistent hourly of pay across the majority of our business. We have fewer women than men in our more senior positions and typically people in more senior positions receive the highest pay. This impacts the hourly pay and the bonus pay figures, because bonuses tend to be paid to those in the most senior positions to keep pace with market practices and to ensure we can attract and retain the best talent.

SBFM Limited is committed to the promotion of equal opportunities which is achieved through fair recruitment processes, effective promotion and development opportunities, and a supportive culture.

We note the difference between the percentage of males and females in higher paid roles. We continue to actively provide training and development opportunities to all colleagues to facilitate progression.

I confirm that the above information has been prepared from SBFM Limited payroll data on the snapshot date and fairly represents the Gender Pay Gap information for SBFM Limited.



Matthew Chapman
Chief Executive Officer
SBFM Limited



David Mountain
Head of Human Resources
SBFM Limited