

Industrial Site Maintenance Ltd
Gender Pay Gap Reporting 2018

Gender Pay Gap		
Mean		-0.94%
Median		
		4.20%
Bonus Pay Gap		
Mean		-17.20%
Median		
		-33.90%
Proportion of males paid bonus		
		23.58%
Proportion of females paid bonus		
		21.31%
Pay Quartile Information		
Total Population	Female	23.14
	Male	76.86
Lower Quartile	Female	28.57
	Male	71.43
Lower Middle Quartile	Female	33.33
	Male	66.67
Upper Middle Quartile	Female	12.69
	Male	87.31
Top Quartile	Female	20.63
	Male	79.37



Gender Pay Gap Supporting Narrative

ISM is a facilities management company providing hygiene, recycling, landscaping and security services to the retail, transport and food manufacturing sectors. At the snapshot date we employed 255 relevant employees

We are fully committed to the elimination of discrimination in our workplace and value the contribution that a diverse workforce brings to our business. We believe in providing equal opportunities in employment by actively identifying and removing potential bias and discrimination in our employment policies and practices. We aspire to be a fully inclusive employer delivering full gender pay equality.

Factors influencing our Gender Pay Gap result:

- We employ a much higher proportion of men than women: 77% men compared to 23% of women.
- Women are under-represented in upper two pay quartiles and over-represented in the lower two pay quartiles compared to their proportion within the total workforce.
- The largest pay group within our workforce is employed on National Minimum Wage (105/255 at the snapshot date).
- The proportion of the female population employed at Head Office/Senior Management roles (8) has a larger influence on pay within the smaller female group than the male population employed at Head Office/Senior Management roles (9) has on the larger male group.

ISM has a positive mean gender pay gap and positive bonus pay gap. However as a business we need to identify and prioritise opportunities to make our workplace more attractive to women thereby increasing the representation of women within our total workforce.

