

Gender Pay Gap Report 2023

Overview

Industrial Site Maintenance Ltd ("ISM") is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2023. On this date, ISM employed 426 employees – 63.38% Men and 36.62% Women.

The below data is taken from the full pay relevant employees:

- The mean gender pay gap for ISM is 0.3%
- The median gender pay gap for ISM is 3.8%.
- The mean gender bonus gap for ISM is 12.9%.
- The median gender bonus gap for ISM is 12.5%.
- The proportion of male employees in ISM receiving a bonus is 7% and the proportion of female employees receiving a bonus is 5.8%.

Pay quartiles by gender

Band	Males	Females	Description
A	66.7%	33.3%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	74.4%	25.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	74.4%	25.6%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	51.3%	48.7%	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.

Under the law, men and women 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.

ISM continues to be 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

What are the underlying causes of ISM's gender pay gap?

The data clearly demonstrates that there is not a significant gap between the pay of employees who are men and employees who are women.

This year, as predicted, as ISM has grown, we have seen the overall gender pay gap decrease even more from 4% to 0.3%. Although the percentage of men employed by ISM has increased slightly the shift is due to the upper two quartiles of women increasing. There has been a pleasing increase in the number of women holding middle management roles and being in receipt of bonuses.

The low gender pay gap calculated is indicative of the industry in which we operate and the demographic of our workforce. Majority of our employees are concentrated in the same or very similar roles and pay grades.

A handwritten signature in black ink, appearing to read 'Katie Ford'. The signature is stylized with a large 'K' and 'F'.

Katie Ford
Head of HR